



2025

ESG REPORT

Table of Contents

Preface

About This Report	3
Message from the Chairman	4
2025 ESG Performance Highlights	5
About Farglory Land Development	7
Sustainability Development Planning	9
Stakeholder Engagement and Materiality Assessment	28

Ch. 04

Customer Service

4.1 Customer Marketing Communications	108
4.2 Comprehensive After-Sales Service	112
4.3 Deepening Customer Relationships	118

Ch. 01

Corporate Governance and Management

1.1 Corporate Governance	41
1.2 Risk Management	49
1.3 Information Security Management	53
1.4 Financial Performance	58
1.5 Participation in External Organizations	59

Ch. 05

Friendly Workplace and Happy Enterprise

5.1 Human Resources Policy	124
5.2 Talent Development	138
5.3 Compensation System and Diverse Benefits	141
5.4 Creating a Healthy and Safe Workplace	148

Ch. 02

Leading International Construction Brand

2.1 Green Energy Buildings	62
2.2 Smart and High-Performance Buildings	67
2.3 Quality Assurance for Buildings Designed to Last a Century	69

Ch. 06

Giving Back to Society

6.1 Social Care and Charitable Activities	163
6.2 Diverse Education Promotion	168

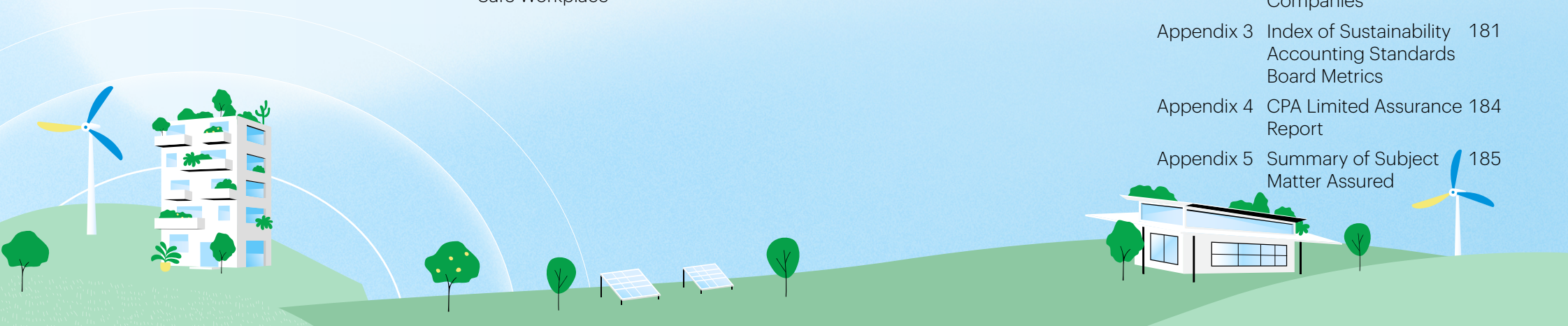
Ch. 03

Sustainable Environment

3.1 Climate Change and Energy Management	75
3.2 Environmental Impact Management	88
3.3 Circular Economy	95

Appendix

Appendix 1	Comparison Table on Global Reporting Initiative (GRI) Index	172
Appendix 2	Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies	179
Appendix 3	Index of Sustainability Accounting Standards Board Metrics	181
Appendix 4	CPA Limited Assurance Report	184
Appendix 5	Summary of Subject Matter Assured	185





About This Report

GRI 2-2、2-3、2-4、2-5

Farglory Land Development Co., Ltd. (hereinafter referred to as "Farglory Land Development," "the Company," or "we") has upheld the principles of openness, transparency, and integrity in preparing and publishing sustainability reports since 2014^{Note 1}. Since 2021, the Company has also published English reports to enhance the effectiveness of information communication. This Report is the Company's 12th report and was published in August 2026^{Note 2}. We will continue to provide stakeholders with more comprehensive and transparent ESG information.

In support of environmental protection and the promotion of paperless practices, this Report is published in electronic format on the Company's website, thereby broadening stakeholder access to relevant information and enhancing transparency and accessibility.

Note 1: Reports from 2014 to 2020 were titled "Corporate Social Responsibility Report."

Note 2: The previous sustainability report was published in August 2025. Going forward, the Company expects to publish its sustainability report annually in August.

Contact Information

Contact Unit: ESG Functional Task Force, Farglory Land Development Co., Ltd.

Contact Address: 16F, No. 200, Sec. 1, Keelung Rd., Xinyi Dist., Taipei City

Contact Number: (02) 2723-9999 ext. 2212

E-mail: ESG_fargloryland@Farglory.com.tw

Company Website: <https://www.farglory-land.com.tw/>

ESG Section: <https://www.farglory-land.com.tw/esg/>

Reporting Period and Scope

The information disclosed in this Report covers fiscal year 2025 (from January 1, 2025 to December 31, 2025). The reporting scope includes the Company and Farglory Construction Co., Ltd. (hereinafter referred to as the "subsidiary"). Data for each item are presented separately by company, or the reporting scope covered is specified in the relevant notes. Compared with the 2024 Sustainability Report, there were no significant changes in the organization's size, structure, ownership, or supply chain, nor were there any impacts from information restatements or significant differences in reporting scope.

The contents of this Report include sustainability performance and responses to issues of concern to stakeholders. Where certain content relates to Farglory Land Development's affiliates, this is specifically explained in the relevant section. To ensure the completeness and comparability of information, certain information may be traced back to periods prior to 2024 or extended to cover content up to the publication date of this Report.

The financial data in this Report are consistent with the scope of disclosure in the Company's consolidated financial statements. All financial figures in this Report are denominated in New Taiwan dollars.

Basis of Preparation

This Report has been prepared in accordance with the latest GRI Standards issued by the Global Reporting Initiative (GRI), and it discloses relevant information pursuant to the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the Home Builders industry disclosure topics of the Sustainability Accounting Standards Board (SASB), and the framework of the Task Force on Climate-related Financial Disclosures (TCFD).

The information and statistical data disclosed in this Report are derived from self-compiled statistics and surveys conducted by the respective units of the Company and its subsidiary. Financial data are sourced from financial statements attested by certified public accountants (denominated in New Taiwan dollars), while relevant statistical data are calculated and presented based on internationally accepted indicators. Where the quantitative indicators disclosed above have specific meanings, explanatory notes are provided separately.

Report Management Approach

Preparation Unit



This Report is prepared and published annually by the Company's ESG Functional Task Force. The Report is available in both Chinese and English and is published on the Company's website.

The data and information disclosed in this Report are provided by the respective responsible units and are reviewed by department heads for accuracy and completeness. The ESG Functional Task Force is responsible for overall coordination, compilation, and confirmation. The Report is then submitted to the Sustainable Development Committee and the Board of Directors for resolution and approval prior to publication.

Internal Review



In accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the Company has established the "Management of Sustainability Information" under its internal control system and has incorporated it into the audit plan to ensure the completeness, accuracy, and reliability of the Company's sustainability information, enhance the management of sustainability information quality, and comply with applicable laws and regulations.

The internal audit unit supervises sustainability operating procedures, conducts internal control assessments, ensures compliance with sustainability measures, and provides recommendations to strengthen sustainability management and risk control. The 2025 audit results were satisfactory, with no material non-compliance identified.

External Assurance



This Report was entrusted to PricewaterhouseCoopers Taiwan (PwC Taiwan) to perform independent limited assurance on selected key performance indicators in accordance with TWSAE 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information." The limited assurance report issued by the certified public accountant is attached as an appendix to this Report.



Message from the Chairman

GRI 2-22



In recent years, the construction market has faced numerous challenges stemming from global inflation, shifts in the industrial landscape, and adjustments to government policies. Farglory Land Development and Farglory Construction have consistently upheld the principles of prudent operations and sustainable development while continuing to strengthen their core competitiveness. Through the collective efforts of all employees (in 2025, consolidated revenue reached NTD 31.2 billion, net income after tax reached NTD 5.8 billion, earnings per share were NTD 7.45, and the dividend payout ratio exceeded 70% for 10 consecutive years), all financial performance indicators reached new highs in recent years. In addition to delivering sound operating results, we have also actively invested in and advanced the three ESG dimensions, with a commitment to creating long-term and tangible sustainable value for customers, employees, shareholders, and society.

In terms of environmental protection (E), we have continued to promote green buildings, low-carbon construction, and the circular economy, fully implementing the concept of sustainable construction. In 2025, among all building permit applications for the year, projects achieving Silver-level or higher Green Building certification, Level 2 or higher Low-Carbon Building certification, Silver-level or higher Intelligent Building certification for factory and office projects, and Level 2 or higher Building Energy Efficiency certification each accounted for 100%, demonstrating the Company's proactive commitment to green buildings, smart technologies, energy conservation, and carbon reduction. In addition, green procurement amounted to NTD 323 million during the year, and the Company received a Certificate of Appreciation from the Taipei City Government as an Outstanding Green Procurement Entity. Meanwhile, we also became the first construction enterprise in Taiwan to pass ISO 59000 circular economy verification and received the SGS 2025 Innovation Award, highlighting the Company's leading position in the circular economy and sustainable innovation. In promoting low-carbon construction methods and resource circulation, Farglory Park 16 introduced the aluminum formwork method, thereby reducing cumulative carbon emissions by 303,187 kg CO₂ as of 2025. The "Construction Waste Upcycling Project" successfully recycled and reused 110.5 metric tons of construction waste, actively putting resource circulation and reuse into practice, and received the "Industry Promotion Award" under the "ESG for Culture Impact Award" from the Taiwan Creative Content Agency. The "Gabion Experiment" reduced waste by a cumulative 15.366 metric tons and achieved a total lifecycle carbon reduction of 1,591 kgCO₂e for the entire project. It also won the Platinum Award at the Taipei Golden Eagle Micro-Movie Festival, demonstrating the Company's achievements in continuously deepening sustainable value through innovative actions.

In terms of social care (S), we uphold the core philosophy of "caring for society and cultivating talent" and continue to invest in charitable care and the sustainable development of talent. Over the past 10 years, cumulative

charitable trust donations have reached NTD 108 million, while the Farglory Foundation has invested NTD 12.84 million in renovation projects, benefiting 12,250 people. At the same time, the Company has organized blood donation activities for 10 consecutive years, collecting a total of 1,046 bags of blood in 2025 and responding to social needs through concrete action. Internally, Farglory Land Development and Farglory Construction both received the Gold Award in the construction industry category of the "Happy Enterprise" awards organized by 1111 Job Bank. The two companies have also continued to promote employee health management, both obtaining the "Healthy Workplace Certification" and the "Sports Enterprise Certification." In addition, Farglory Land Development participated for the first time in the Talent Quality-management System (TTQS) evaluation organized by the Ministry of Labor and received Bronze certification, demonstrating the Company's strong emphasis on talent development, workplace health, and a happy enterprise culture.

In terms of corporate governance (G), we have continued to strengthen our mechanisms for ethical corporate management, risk management, and information security governance. In 2025, the Company received the Gold Award for Sustainability Reporting at the 18th TCSA and was also awarded the National Sustainable Development Award – Corporation Category Selection Award by the Executive Yuan, recognizing the Company's overall performance in sustainable governance. Meanwhile, the Company's information security management system obtained ISO 27001 certification, further strengthening its information security protection and data governance capabilities. During the year, there were no substantiated complaints concerning breaches of customer privacy or the loss of customer data, nor were there any incidents of corruption. The Company continued to implement ethical corporate management and the principle of zero tolerance, fully demonstrating its outstanding achievements and long-term commitment to sound governance structures, risk control, and sustainable development.

Looking ahead, the Company will continue to deepen its ESG strategy, integrate the concepts of low carbon, low energy consumption, and waste reduction into the full lifecycle of buildings, strengthen the research and development of green building materials and circular reuse mechanisms, and further improve its implementation and supervision systems. We will also work together with our supply chain and all stakeholders to promote sustainable transformation and value creation. We sincerely thank all parties for their long-standing support and trust, which have enabled the Company to move forward steadily as we jointly advance toward a new future of sustainable development.

Chairman



2025 ESG Performance Highlights



E Environmental Sustainability

Farglory Land Development's applications for Silver-level or higher Green Building certification accounted for **100%** of all building permit applications during the year, of which applications for Gold-level Green Building Label certification accounted for **20%**.

Farglory Land Development's applications for Level 2 or higher Low-Carbon Building certification accounted for **100%** of all building permit applications during the year, of which applications for Level 1 or higher Low-Carbon Building certification accounted for **50%**.

Farglory Land Development's applications for Silver-level or higher Intelligent Building certification for commercial, factory, and office projects accounted for **100%** of all building permit applications during the year.

Farglory Land Development's applications for Level 2 or higher Building Energy-Efficiency certification accounted for **100%** of all building permit applications during the year.

Green procurement by Farglory Land Development and Farglory Construction amounted to NTD **323 million**, and the companies received the **Certificate of Appreciation for Outstanding Green Procurement by Private Enterprises and Organizations** from the Department of Environmental Protection, Taipei City Government.

Farglory Land Development became the first construction enterprise in Taiwan to pass **ISO 59000** circular economy verification and received the **SGS 2025 Innovation Award**.

Farglory Garden and Farglory Grand have created Taiwan's first low-carbon circular reception center, and both have won the Ministry of the Interior's **"Near-Zero Carbon Building Excellence Award"**.

Farglory Urban Grace adopts passive building design and is estimated to reduce carbon emissions by **112.4 metric tons** per year.

Farglory Park 16 introduced the aluminum formwork method, achieving carbon reduction benefits of **303,187 kgCO₂e** as of 2025.

The "Construction Waste Upcycling Project" successfully recycled and transformed **110.5 metric tons** of waste into building materials and furniture, which were applied in offices and sales centers. The project received the **Industry Promotion Award** under the ESG for Culture Impact Award from the Taiwan Creative Content Agency.

The "Gabion Experiment" reduced waste by a total of **15,366 metric tons** and achieved a total lifecycle carbon reduction of **1,591 kgCO₂e** for the entire project. It also received the **Platinum Award** at the Taipei Golden Eagle Micro-Movie Festival.

In 2025, the Company launched the "Haus Lab by Farglory" nationwide roadshow, putting into practice the concept of "giving waste a second life."

The campaign lasted 30 days and included **78 sessions**, attracting **1,840** participants. A total of **1,005** "Most Wasteful Lamps" were created, resulting in cumulative carbon reductions of **295.47 kgCO₂e**.



S Social Inclusion and Shared Prosperity

Farglory Land Development's average customer complaint rate decreased year by year from 0.97% in 2023 to **0.63%** in 2025, demonstrating the effectiveness of quality improvement efforts.

In terms of the average and median salaries of non-executive full-time employees, Farglory Land Development ranked **No. 2** among TWSE-listed companies in Taiwan's construction and building materials industry.

Farglory Land Development participated for the first time in the Talent Quality-management System (TTQS) evaluation organized by the Ministry of Labor and received **Bronze** certification.

Farglory Land Development and Farglory Construction both received the **Gold Award** in the construction industry category of the "Happy Enterprise" Awards organized by 1111 Job Bank, while Farglory Land Development also received the special commendation for "Marriage and Childbirth Recognition: Happiness Guardian" honor.

Farglory Land Development and Farglory Construction received the **Healthy Workplace Certification** and **Sports Enterprise Certification**.

Farglory Land Development promoted walking and body fat reduction management activities, achieving an employee participation rate of **89.3%** and significant overall improvement. The number of employees who successfully returned to a healthy body composition increased by **31**, representing an achievement rate of **94.3%**.

Farglory Construction arranged on-site physician services on a monthly basis, with **79 instances** of medical and nursing health guidance provided.

Farglory Land Development's charitable trust donations reached NTD **108 million** over 10 consecutive years.

Farglory Land Development used reclaimed building materials to create the sustainable restaurant "Dayong Shiguang" for Chin-Ai Music, with charitable investment totaling NTD **3 million** and benefiting approximately **280** orchestra members and their families.

Farglory Construction organized two "Protecting the Ocean: Family Beach Cleanup Day" events, with **89** participants and a cumulative **212 volunteer service hours**.

The Farglory Foundation invested NTD **12.84 million** in charitable renovation projects, benefiting **12,250 people**.

The Farglory Foundation has organized blood donation activities for 10 consecutive years. In 2025, a total of **1,046 bags** of blood were collected, representing a total blood volume of **261,500 cc** and an estimated **1,046 beneficiaries**.



G Corporate Governance

Consolidated revenue amounted to NTD 31.2 billion, up **39%** from the previous year.

Earnings per share (EPS) was NTD 7.45, up **72%** from the previous year.

The dividend payout ratio was approximately 73.8%, and the Company has maintained a dividend payout ratio of more than **70%** for 10 consecutive years.

The Company received the **Gold Award** for Sustainability Reporting at the 18th Taiwan Corporate Sustainability Awards (TCSA) in 2025.

Farglory Land Development received the **National Sustainable Development Award** – Corporation Category Selection Award from the Executive Yuan.

Farglory Land Development received the **Strategic Excellence Award in the Construction Company Category** at the 2025 8th Annual Best Reviewed Online Awards.

There were no substantiated complaints concerning breaches of customer privacy or loss of customer data.

There were no incidents of corruption, demonstrating the Company's implementation of ethical corporate management.

100% of the suppliers for Farglory Land Development and Farglory Construction were local vendors.

100% of the suppliers contracted through the procurement and contract awarding process by Farglory Land Development and Farglory Construction have signed the "Supplier Code of Conduct."

Farglory Land Development's information security management system obtained **ISO 27001** compliance certification.

Farglory Land Development conducted a total of **12** email-based social engineering drills to enhance employees' information security awareness, achieving a drill coverage rate of **100%**.



Recognition and Honors



Taipei Golden Eagle
Micro-Movie Festival
Platinum Award



SGS
**Annual Innovation
Award**



TCSA (Taiwan Corporate
Sustainability Awards)
Gold Award



Taiwan Creative Content Agency (TAICCA)
"ESG for Culture Impact Award"
Industry Promotion Award



Happiness Enterprise
Gold Award



ISO 59000
Circular Economy Management
Standard Verification



ISO 14064-1
Greenhouse Gas
Inventory Verification



National Sustainable Development Award
**Corporate Category
Selection Award**



2025 8th Annual Best Reviewed
Online Awards – Construction
**Company Strategic
Excellence Award**



Talent Quality Management
System (TTQS)
Bronze Medal



About Farglory Land Development GRI 2-1

Company Profile



Nearly Half a Century of Commitment and Glory

Since its establishment in 1978, Farglory Land Development has been approaching its 50th anniversary. The Company was listed on the Taiwan Stock Exchange in 2007. In 2011, it issued USD 210 million in global depository receipts (GDRs) and listed them on the London Stock Exchange, becoming the first Taiwanese construction company to issue GDRs. Over the past half century, Farglory Land Development has remained at the forefront of the industry, from its leadership in factory and office developments, township development projects, and second-generation housing to today's FG NEXT sustainable sharing concept. Through these milestones, the Company has created numerous widely acclaimed projects. The Company has also actively engaged in public welfare. Since 2016, it has established a charitable trust and an educational foundation, providing donations and support across multiple regions to give back to society and care for disadvantaged groups.



Brand Sustainability and Innovation

Farglory is committed to shaping world-class urban landscapes. The Company took the lead in establishing a "Future Housing R&D Team" and launched its second-generation housing concept. Representative projects include the Zhonghe Left Bank Eco-Smart City, Sanxia Art Avenue, Linkou Digital Town, and Farglory Xinzhuang Sub-City Center, among other landmark township developments. Today, through "FG NEXT Sustainable Sharing," the Company continues to develop innovative architectural plans based on the concepts of better living, environmental sustainability, and digital intelligence. In alignment with emerging trends, Farglory is building sustainable, shared, and livable communities for the future of residential living. Upholding a spirit of partnership, the Company is also expanding external collaboration to maximize its brand's social impact.



Delivering Excellence and Striving to Lead

Established in 1981, Farglory Construction focuses on a diverse range of building projects, including residential buildings, factory and office developments, and hotels. Through standardized construction management, Farglory Construction has built a strong reputation for quality and continues to pursue innovation, providing win-win services for project owners while striving to become a benchmark for the nation and the environment. Farglory Construction maintains a rigorous internal tiered management structure. Back-office teams focus on system development, while field teams are responsible for on-site execution. By integrating projects and resources, Farglory Construction ensures that both project progress and quality are effectively maintained.



Company Name	Farglory Land Development Co., Ltd. (Stock Code:5522)
Date of Establishment	August 9, 1978
Chairman	Chao, Wen-Chia
President	Wang, Yao-Tang
Paid-in Capital	NTD 7.816 billion
Number of Employees	189 (as of the end of December 2025)
Headquarters Address	16F, No. 200, Sec. 1, Keelung Rd., Xinyi Dist., Taipei City (Country of Operation: Taiwan)
Company Website	http://www.farglory-land.com.tw/



Company Name	Farglory Construction Co., Ltd.
Date of Establishment	December 26, 1981
Chairman	Chen, Zhi-Cun
President	Kan, Shao-Chi
Paid-in Capital	NTD 1.475 billion
Number of Employees	517 (as of the end of December 2025)
Headquarters Address	15F, No. 200, Sec. 1, Keelung Rd., Xinyi Dist., Taipei City (Country of Operation: Taiwan)
Company Website	https://www.farglory-land.com.tw/construction

Industry Environment Analysis

In recent years, the construction and building industry has faced issues such as selective credit controls, green inflation, and rising construction costs. Relevant policy measures include the House and Land Transactions Income Tax, credit restrictions, and the collection of carbon fees. Stakeholder expectations include meeting the demand for owner-occupied housing, ensuring environmental sustainability, and prioritizing health and safety. In response to market changes and to create differentiated value, Farglory has introduced smart, green energy, and sustainable building products, while integrating its service chain across development, construction, and sales.



Company History



Products and Services

"The Industry's Only Comprehensive One-Stop Service" From land development, architectural planning, construction supervision, agency sales planning, inspection and handover, and after-sales services to brokerage for leasing and sales, Farglory has established an end-to-end integrated service model designed to deliver customer satisfaction at every stage and ensure a complete brand experience.



Land Development

Drawing on its accumulated experience in township development from Sanxia to Zhonghe, Farglory continues to pursue development across the six special municipalities and the Hsinchu area.



Architectural Planning

With more than 40 years of experience, Farglory integrates environmental sustainability with urban design to create people-centered living environments and a high quality of life.



Construction Supervision

Farglory manages construction sites across five key dimensions: progress execution, administrative supervision, quality, occupational safety, and cost control. It has also introduced online construction site inspections and building lifecycle record management, reflecting its commitment to professionalism and attention to detail.



Agency Sales Planning

Through professional big data analysis and the use of precise and efficient media and marketing channels, Farglory creates maximum value for project owners while helping residents find homes that best meet their needs.



Contract Signing and Handover

From contract signing to handover, Farglory provides transparent contracts, progress updates, and drawings, supported by comprehensive inquiry procedures. It also prepares dedicated resident handbooks to help customers settle in with ease.

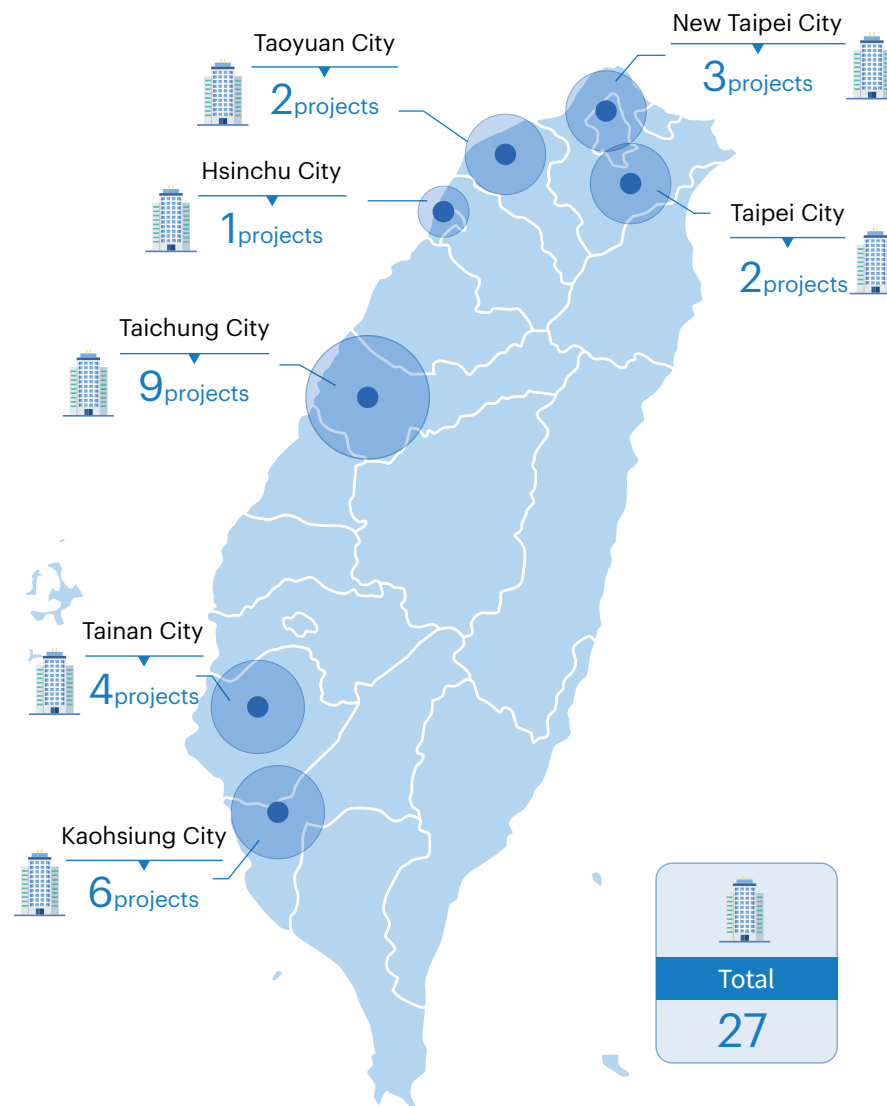


After-Sales Warranty

Farglory has established a dedicated after-sales service department to provide prompt repair reporting, free consultation, and on-site inspection and repair services. Farglory has also introduced three major warranty upgrades for the first time, extending the warranty periods for waterproofing, floor and wall tiles, and structural safety to better protect residents' rights and interests.

For details, please refer to Section 4.2 Comprehensive After-Sales

Projects under Development in 2025





Sustainability Development Planning GRI 2-12、2-13、2-14

Purpose of Sustainable Operations

"Farglory starts from a people-centered perspective, focusing on people's needs and care, and creates better residential value with the home at its core."

Architecture is not merely a structure of reinforced concrete. It is also an integration of culture, art, and life, carrying the happiness and safety of families. Farglory plans century-lasting homes from a future-oriented perspective, providing age-friendly spaces and promoting neighborhood interaction. With customer needs and social care always at the core, Farglory creates exceptional residential value.

"Our Founding Aspiration: Built on Trust and Commitment"

Farglory is people-oriented and starts from the heart. With a meticulous attitude and a spirit of thoughtful care, the Company is committed to perfecting every detail, laying the strongest foundation for its corporate culture.

"Service That Inspires: Always Putting People First"

Architecture is people-centered. From design and construction to after-sales services, Farglory works with care and exercises strict quality control to create livable spaces and realize the ideal lifestyle.

"Delivering Excellence and Striving to Lead"

Farglory Construction strives for continuous improvement, emphasizes quality, progress, safety, and innovation, and is committed to providing the best services while setting a benchmark for society and the environment.

"Brand Sustainability: A Planner and Driver of Smart Living"

From pioneering second-generation housing to FG NEXT sustainable sharing homes, Farglory embraces the concepts of better living, environmental sustainability, and digital intelligence to plan ahead for smart, green lifestyles and lead the future.

Sustainable Development Commitments

To fulfill corporate social responsibility and promote economic, environmental, and social progress with the aim of achieving sustainable development, Farglory Land Development has established its "Sustainable Development Best Practice Principles," which were approved by the Board of Directors and serve as the basis for compliance. The Company also makes the following commitments to its stakeholders:

- Implement corporate governance
- Safeguard public welfare
- Develop a sustainable environment
- Strengthen disclosure of corporate sustainable development information

In addition, Farglory Land Development continues to monitor the evolution of domestic and international sustainability standards, as well as changes in the corporate environment. Based on these developments, the Company reviews and improves its sustainable development system to enhance and promote the effectiveness of sustainable development.



Farglory Land
Development Sustainable
Development Best
Practice Principles



Planning for IFRS Sustainability Disclosure Standards S1 and S2

In response to the requirements of IFRS Sustainability Disclosure Standards S1 and S2, Farglory Land Development reported to the Board of Directors for the first time in December 2025 on the planned schedule, implementation details, and response strategies for the IFRS Standards, and it confirmed key milestones. In line with the requirements applicable to second-phase companies (TWSE-listed companies with paid-in capital of NTD 5 billion to less than NTD 10 billion) under the competent authority's "Roadmap for Taiwan Listed Companies to Align with IFRS Sustainability Disclosure Standards," the Company shall complete the dedicated chapter on IFRS sustainability information disclosure in the 2027 shareholders' meeting annual report, which is to be published in 2028.

Phase I:

Analysis and Planning

1-1. Establish a cross-departmental task force for the adoption of IFRS Sustainability Disclosure Standards

Q4 2025

Completed

1-2. Formulate the adoption plan

Q4 2025

Completed

1-3. Identify material differences and impacts between current sustainability information and IFRS Sustainability Disclosure Standards

Q1 2026

Completed

- A cross-departmental IFRS sustainability task force has been established. Meetings have been convened to allocate roles and responsibilities and discuss the operating model, and the adoption plan and implementation schedule have been formulated.
- The adoption plan schedule and the planned work items for each phase have been reported to the Board of Directors.
- The identification of the reporting entity and the material differences and impacts between current sustainability information and IFRS Sustainability Disclosure Standards have been completed.

Phase 2:

Design and Implementation

2-2. Identify sustainability-related risks and opportunities and their financial impacts, and assess material sustainability-related financial information

Q2 2026

Completed

- Sustainability- and climate-related risks and opportunities at the Group level have been identified.
- Through strategic interviews, the Company has collected and assessed the potential impacts of material sustainability- and climate-related risks and opportunities on the Group's current and expected financial condition.

2-3. Identify and collect required information

Q3 2026

In planning

- The Company plans to establish the necessary mechanisms for information collection and integration, including the collection of Group-level metrics and financial statement information used to assess financial impacts.

Phase 3:

Trial Run and Adoption

3-1. Prepare the dedicated sustainability information chapter in the annual report on a trial basis

Q3 2027

In planning

- The Company plans to prepare, on a trial basis, the content of the dedicated chapter on IFRS Sustainability Disclosure Standards in the annual report in accordance with IFRS Sustainability Disclosure Standards and the Regulations Governing Information to be Published in Annual Reports.
- The Company plans to provide explanations on the results of the trial preparation and implement relevant training programs.

Stage 4:

Adjustment and Improvement

4-1. Publicly announce and file the dedicated sustainability information chapter in the annual report

Q1 2028

In planning

- In accordance with the requirements of the competent authority, the Company plans to publicly announce the 2027 annual report in 2028, disclose relevant information in the dedicated sustainability information chapter, and complete the filing concurrently with the 2028 financial statements.

Note: Latest implementation progress as of the publication date of this Report (August 2026).



Adjustment of the Sustainable Governance Structure and Operating Mechanism

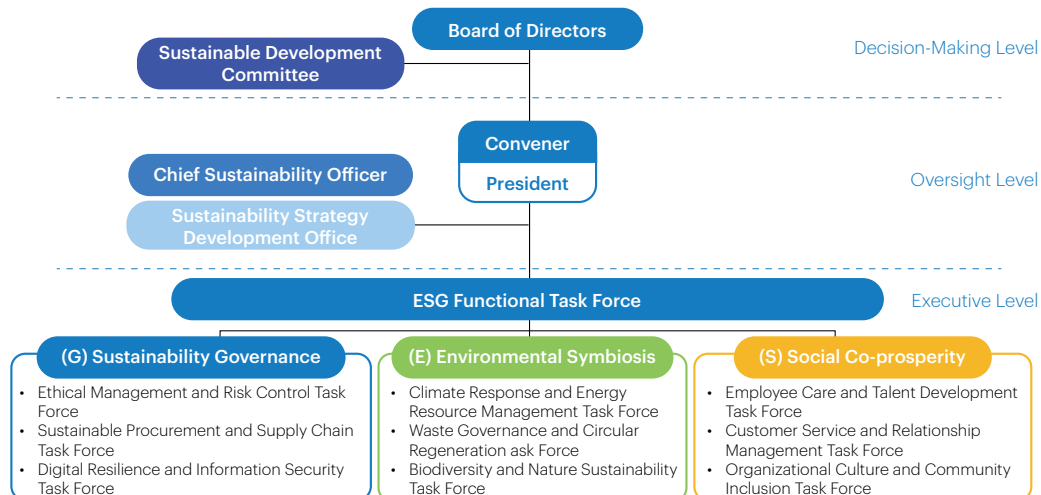
Since establishing its Sustainability Task Force in 2015, Farglory Land Development has incorporated corporate sustainability into its operations and long-term development direction, and it has continued to disclose relevant information through its sustainability reports. In response to climate change risks, rising sustainability requirements in the industry, and evolving sustainability governance trends in Taiwan and abroad, the Company further optimized its sustainability governance structure in 2025 by establishing a three-tier governance system comprising the "decision-making level, coordination level, and execution level" to enhance governance effectiveness and cross-departmental collaboration.

At the decision-making level, the Company established the "Sustainable Development Committee" under the Board of Directors as the highest decision-making and supervisory body for the Company's sustainability governance. The Chairman serves as the convener, and the committee members include independent directors and the President. The committee is responsible for reviewing sustainability strategy directions, material sustainability issues, and implementation results to ensure that sustainability strategies are aligned with the Company's business policies and risk management mechanisms.

At the coordination level, the President serves as the chief convener for sustainability governance. The Company has also established the "Sustainability Strategy Development Office" and defined the responsibilities of the Chief Sustainability Officer to integrate sustainability strategy planning, cross-departmental coordination, and implementation mechanisms. By incorporating the research results of FG NEXT, the Company promotes the integration of sustainability concepts into the design and development processes of its building products. The Company also regularly consolidates implementation results across the ESG dimensions and reports them to the Sustainable Development Committee and the Board of Directors.

At the execution level, Farglory Land Development has established corresponding ESG Functional Task Forces based on the three major dimensions of its corporate sustainability blueprint. These task forces serve as the primary execution units for material issues and action projects. Each ESG Functional Task Force includes the joint participation of relevant departments and is responsible for translating sustainability strategies into specific management measures and annual actions.

Through its three-tier sustainability governance structure, Farglory Land Development has strengthened the connection between sustainability decision-making and execution, and it is progressively building a sustainability governance system that is consistent, manageable, and capable of long-term operation. This serves as an important foundation for promoting the Company's medium- and long-term sustainable development.



Reporting the Implementation Status of Sustainable Development to the Board of Directors and the Sustainable Development Committee

Date	Reported Matters
2025.7.24	- Results of the 2024 Corporate Governance Evaluation - Results of the 2024 greenhouse gas assurance for the Company and its subsidiaries - Preparation of the Company's 2024 Sustainability Report
2025.12.30	- Implementation Status of Sustainable Development in 2025 - IFRS Sustainability Disclosure Standards Adoption Plan and Expected Implementation Schedule

Board Oversight of Sustainable Development:

Date	Directors' Recommendations
2025.04.24	I. The Company and National Cheng Kung University have established the industry-academia collaborative "Construction Material Circular Model Development Project." It is highly important to build a material flow database for construction waste and a waste materials platform. II. In addition to "recycled green building materials," statutory green building materials also include "healthy green building materials," such as materials with low formaldehyde and low volatile organic compound emissions; "ecological green building materials," such as natural materials that are relatively abundant in nature (e.g., bamboo); and "high-performance green building materials," such as materials with sound insulation, water permeability, and energy-saving properties. It is recommended that none of these categories be overlooked.
2025.6.23	Inquired whether miscellaneous works (including waste treatment) are consistent with the Company's FGN waste reduction philosophy and targets.
2025.7.24	Indirect emissions (Scope 2 and Scope 3) accounted for as much as 99.97% of total emissions, indicating that emission reduction targets should focus on Scope 2 and Scope 3 emissions (carbon emissions not directly controllable by the Company). It is recommended that the Company respond early.
2025.9.22	The Company has incorporated Green Building and Intelligent Building Labels, low-carbon design, Building Energy-Efficiency Labels, and universal housing standards into product design. It has also promoted the sharing of 10 major public facilities and design principles for private residential units, and it introduced a third-party BIM team to build 3D models that integrate graphical data on building appearance, structure, landscape, and the 5 major mechanical and electrical pipeline systems. These research and innovation efforts, which enhance the precision of design and construction, have had a highly positive impact on the establishment of the Company's brand.
2025.12.30	The integration of green electricity and green buildings (dual green certification) in commercial real estate has become a priority consideration for technology companies when acquiring properties. Spatial flexibility, cost, and ESG performance have become key competitive factors in the commercial office market. As 70% of carbon emissions from commercial office buildings stem from energy consumption, the energy transition has become a fundamental concept of sustainability. Cathay has fully adopted green electricity in the common areas of its new commercial office buildings, treating green electricity as a standard feature, while also introducing a "smart management system." Competition in the commercial office market is no longer limited to floor area efficiency and location value, but has shifted toward comprehensive asset integration capabilities. This is a model worth referencing.

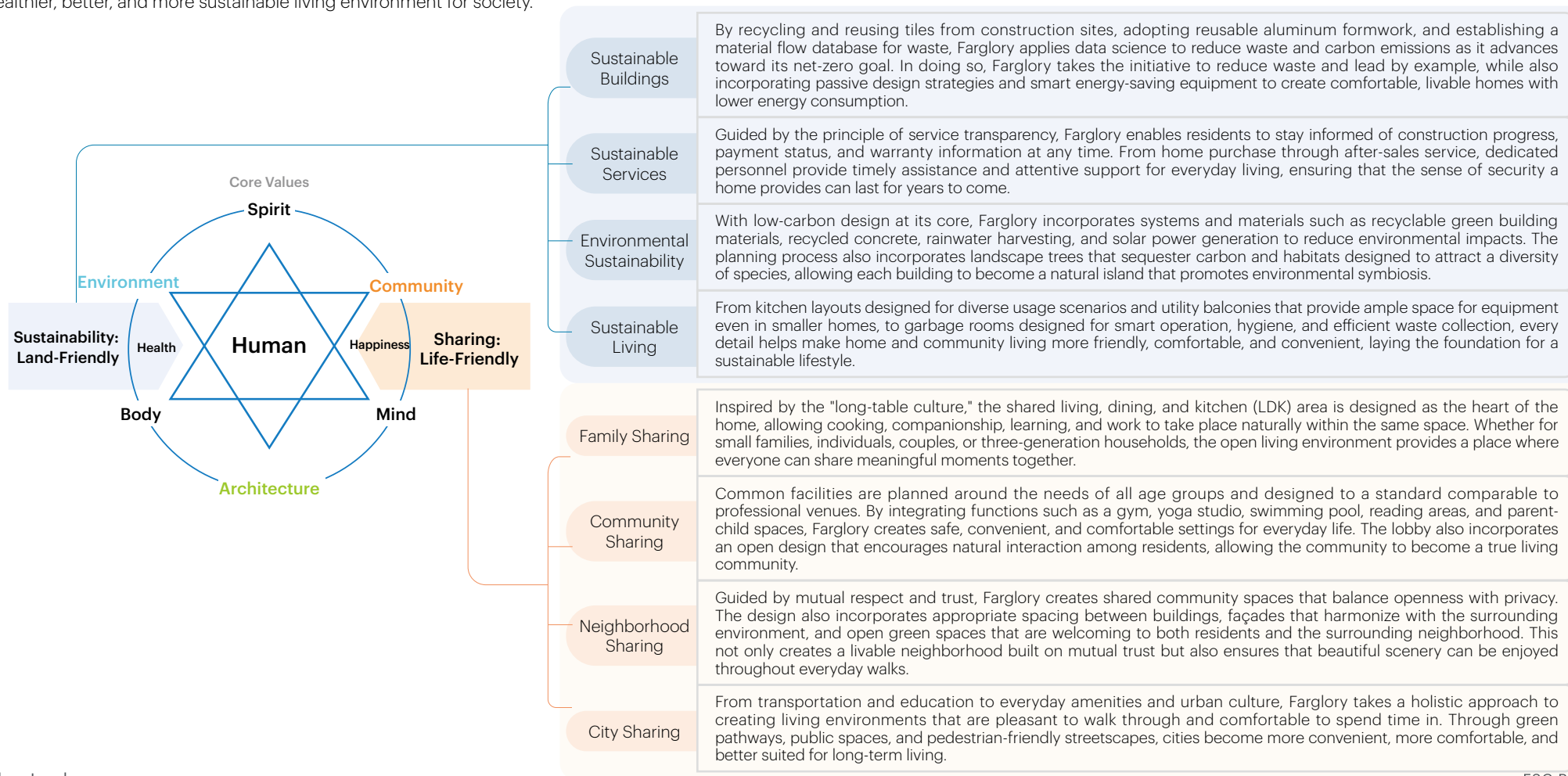


FG Next

With the rapid development of technology and changes in social patterns, the Chairman of Farglory Land Development launched the "FG NEXT Innovation R&D Project" in 2018. The project brought together professional teams from various departments to rethink the core values and development direction of future residential products through cross-disciplinary collaboration and long-term discussion. After two years of continuous weekly exchanges, debate, and integration, two core values were ultimately established: **"sustainability"** and **"sharing."**

"Sustainability" represents Farglory's corporate social responsibility, emphasizing the reduction of waste generation and promoting waste reuse to reduce the environmental burden. **"Sharing"** responds to the sense of alienation brought about by technological development. It aims to rebuild interpersonal relationships, reduce conflict, and create a harmonious shared experience.

FG NEXT starts from the physical, mental, and spiritual well-being of people, connecting the three dimensions of architecture, environment, and community. It further established four sustainability task forces and four sharing task forces to integrate opinions from different professional fields and jointly develop next-generation building products that meet the needs of future living. Through cross-departmental collaboration and continuous innovation, Farglory Land Development not only creates architectural spaces that combine functionality with people-centered care but also continues to explore ways to reduce the environmental impact of the construction process. The Company promotes low-carbon and energy-efficient housing and the concept of the circular economy, creating a healthier, better, and more sustainable living environment for society.





FG NEXT Construction Waste Upcycling Project and Results

Farglory Land Development collaborated with META Design to implement the FG NEXT plan, integrating the "Construction Waste Upcycling Project" into workplace renovation. The Company recovered discarded materials from construction sites, including safety nets, formwork, broken stone materials, and metal pipes. Through redesign and innovative thinking, these materials were successfully transformed into furniture and installation art, and they were applied across various floors of the corporate headquarters. This improved the office environment while promoting resource reuse.

In addition, FG NEXT holds an annual physical results presentation to share project progress, build internal consensus, and embed sustainability concepts into products and business operations. In 2025, with the promotion of the spirit of the "Construction Waste Upcycling Project" as its core, the Company extended the concept of the circular economy to the renovation of its headquarters space. The Company completed optimization works for the first-floor lobby, public restrooms, and the accessible ramp at its headquarters. The original stone flooring from the lobby was recovered, reprocessed into recycled engineered quartz, and reinstalled, putting the circular reuse of building materials into practice. At the same time, construction waste recovered from construction sites was used in the B1 space of the headquarters to create wall installation art, transforming the results of construction site circulation into an internal and external corporate showcase and strengthening the demonstration and promotion of sustainability concepts.



Construction Waste Upcycling Project 1.0

Shared Area on 16F of the Headquarters Building Discarded wood formwork, metal pipes, stone and tile remnants, titanium panels, and other waste materials from projects D1, H147, H150, and H151 were repurposed into various fixed and movable furniture items.

Construction Waste Upcycling Project 2.0
23F-24F of the Headquarters Building The building's original interior stone materials and metal ceiling panels were fully dismantled and preserved. The recovered materials were then reprocessed at a processing plant into wall design features and conference tabletops.



Construction Waste Upcycling Project 3.0

7F, 9F, and 11F of the Headquarters Building Granite and PP plastic waste generated from the demolition of the old men's and women's restrooms were processed by two green suppliers, Saiens and Sind Da, and were transformed into recycled engineered quartz and eco-friendly plastic island fixtures, which were applied to walls, flooring, sinks, and partitions. The renovation of the public restrooms on the remaining 18 standard floors will be completed progressively.



Application of Recycled Furniture in Sales Centers

For the first time, the Company showcased the concept of the circular economy to customers by introducing recycled furniture into the sales centers of "Farglory Yang Yue" and "Farglory Mountain Return," successfully reshaping conventional perceptions of waste. By integrating the brand's ESG spirit, the Company continues to move toward its goal of becoming "the most Earth-friendly construction enterprise."



Construction Waste Upcycling Project 4.0

1F of the Headquarters Building Stone flooring from the lobby was recovered, processed by Saiens into recycled engineered quartz, and reinstalled as floor paving. The original wall stone materials were reversed and rehung, combined with the artist's creation under the theme of "Vitality," showcasing the original beauty of natural stone.



B1 of the Headquarters Building For the wall installation art using waste materials, Farglory Land Development invited META Design to create "Urban Mountains and Rivers," a large-scale wall installation artwork measuring 14 meters in length. The materials used in the artwork came from construction waste recovered from construction sites. Materials once regarded as "useless" were transformed through design into a visual language symbolizing the city skyline and the pulse of mountains and rivers.



Special Report

Modified Container Mobile Shared Classroom Launches Nationwide Roadshow, Transforming Construction Waste into Sustainable Creativity

Our Actions

In 2025, Farglory Land Development launched the "Haus Lab by Farglory" nationwide roadshow, transforming waste materials recovered from construction sites into creative works and putting into practice the concept of "giving waste a second life." By bringing waste-reduction practices from construction sites into community settings, we not only redefine the value of waste but also invite the public to participate in exploring the possibilities of construction waste upcycling. The "Haus Lab by Farglory" is more than a one-time exhibition and demonstration initiative. It is a practical project that extends sustainability concepts from construction sites into everyday life, making the circular economy an action that can be understood and experienced.

Implementation Approach

To deepen the practice of sustainability concepts, we converted a shipping container into a mobile shared classroom and used it as a roadshow platform to enter different cities and communities. The first stop was launched in the Qingshui Redevelopment Zone, followed by roadshow stops in Taichung's 7th Redevelopment Zone, Tainan, Kaohsiung, and other locations. Through experiential courses and hands-on activities, the public was guided to transform construction waste into reusable everyday objects, allowing participants to personally experience the creativity and value of material regeneration. On the engineering side, we also promoted waste-reduction innovation by introducing aluminum formwork and a tile recycling and regeneration program into development projects, with on-site verification carried out at the "Farglory Neo Star" project. At the same time, we also launched workplace experiments in office spaces, transforming discarded construction formwork into formwork chairs, recycled chair panels, and other furniture. This allowed waste reduction thinking to be integrated into daily corporate operations, forming a dual-track sustainability model of "experimentation × experience."

Results and Highlights

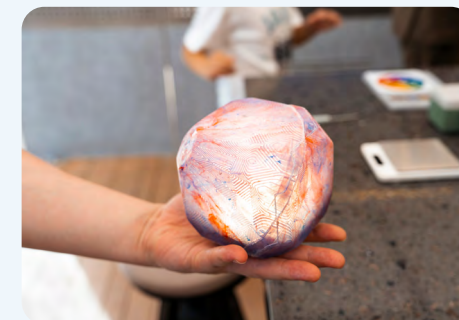
Through construction method innovation and material regeneration practices, the "Farglory Neo Star" project successfully reduced formwork waste by 10% and tile waste by 5%, establishing a concrete and replicable demonstration model for construction waste reduction. Construction waste is no longer merely a recycling item. Instead, it is given design value and educational meaning, extending from construction sites to communities and forming a complete resource circulation link. Through its nationwide roadshow, the "Haus Lab by Farglory" translated professional construction waste reduction technologies into sustainability actions that the public can understand and participate in. This not only demonstrates Farglory's innovation capabilities in sustainable construction but also strengthens the connection between the Company and society in jointly practicing the circular economy, bringing sustainability into everyday life.

Duration
30 days

Number of
sessions
78

Number of participants
1,840
(including static exhibition visitors)

Created **1,005**
"Most Wasteful Lamps"
(total carbon reduction:
295.47 kgCO₂e)





Special Report Low-Carbon Reception Centers Recognized with Near-Zero Carbon Building Excellence Award

In response to the high carbon emissions and resource consumption generated by the building sector throughout the full lifecycle, the Company has taken reception centers as the starting point for low-carbon practices and launched the "Low-Carbon Reception Center Series." The initiative transforms sales buildings, which were originally intended for short-term use and one-time consumption, into sustainable demonstration sites that are replicable, demountable, and reusable.

With "reduction as design and "circular regeneration" as its core strategies, the series fully incorporates low-carbon thinking from site conditions, structural systems, material selection, construction methods, and operation management. It also verifies carbon-reduction benefits through quantitative carbon inventory and verification, ensuring that design concepts are translated into concrete results. The two reception centers respond to different site conditions and use scenarios. Case 1 focuses on a neighborhood-based low-carbon node and ESG demonstration site, while Case 2 focuses on an experiment in circular regeneration and off-site reassembly for temporary buildings. Together, they create multiple pathways for the practice of low-carbon reception buildings.

Case 1 | Farglory Playground Neighborhood-Based Low-Carbon Circular Reception Center (ESG Demonstration Site)

Our Actions

Located in a highly accessible neighborhood, this project benefits from abundant sunlight, stable wind conditions, and a surrounding mid- to high-rise mixed residential and commercial environment, giving it the potential to serve as an ESG demonstration site and public exchange hub. With "low-carbon circulation" as its vision, the project translates energy conservation and carbon reduction into spatial language. Through the integration of architectural form and operational strategies, it creates a low-carbon site that combines reception functions, community interaction, and a sustainability exhibition.

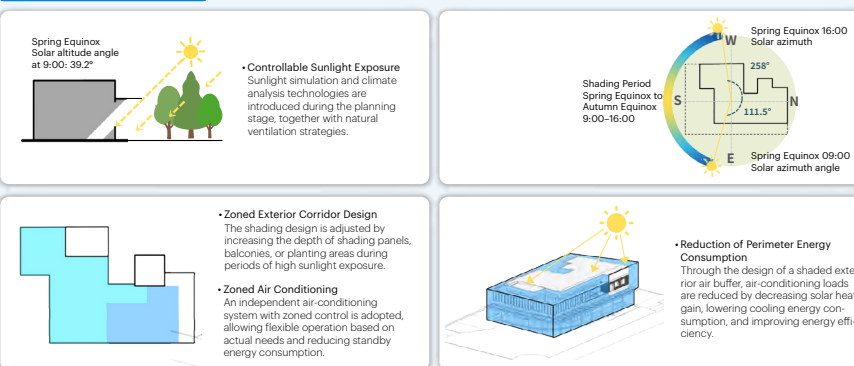
Implementation Approach

The building mass adopts a recessed floating-frame design, using shaded areas and gray spaces to regulate the microclimate and reduce heat demand. Recyclable and demountable modular dry construction methods are introduced for the facade and interior systems to extend the building's lifecycle. The foundation works adopt a shallow foundation and low-disturbance design to reduce concrete use and construction energy consumption. Highly permeable paving is used to improve rainwater infiltration and mitigate the heat island effect. In terms of operations, time-based and zoned air-conditioning control, together with high-efficiency equipment, ensure that energy is used only "where needed." At the same time, the project incorporates local materials and local revitalization concepts, integrating the building into everyday community life.

Results and Highlights

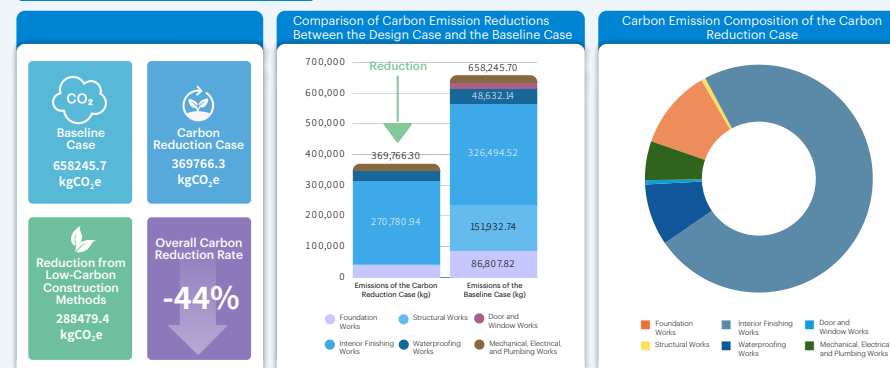
The project reduced overall embodied carbon from 658,245.70 kgCO₂e to 369,766.30 kgCO₂e, achieving a carbon reduction rate of 44%. The carbon emission intensity indicator was also reduced to 133.64 kgCO₂e/m². Among the various work items, the structural system achieved a carbon reduction rate of 99%, while the foundation works achieved a carbon reduction rate of 52%. In addition, the street-corner green space and educational exhibition area created by the recessed building mass make the building not only a reception facility but also a low-carbon node for community sharing and the communication of sustainability concepts.

Countermeasure



Carbon Reduction Benefits

The data are based on verification by a third-party institution.





Case 2 | Farglory Urban Grace Sustainable Innovation Experimental Site - Low-Carbon Circular Reception Center

Our Actions

This project is located in the Huanzhong Section of Beitun District, within the Taichung 14th Redevelopment Zone. Positioned as an experimental site for the "circular regeneration of temporary buildings," it addresses the high carbon emissions and resource waste caused by the demolition and disposal of reception centers after the sales period ends. The project aims to demonstrate the transformation of reception centers from one-time-use buildings into reusable, low-carbon modular systems, putting into practice the feasibility of circular buildings in temporary structures.

Implementation Approach

With "demountable and extendable" as the core design concept, the project adopts a lightweight timber structure made of GLT engineered timber, along with demountable metal joints and modular dimensional control of components. This gives the main components the flexibility to be rebuilt at different sites and reused. Dry construction methods are adopted to reduce on-site carbon emissions. Materials are selected based on low-carbon, recycled, or traceable sources, and a carbon footprint inventory is introduced. The spatial planning integrates active and passive energy-saving strategies. Through natural ventilation, external shading, site greening, and high-efficiency equipment, the project reduces energy consumption during operations. At the same time, construction waste recovered from the project is remanufactured into furniture and landscape elements, turning the concept of circularity into an experiential design language.

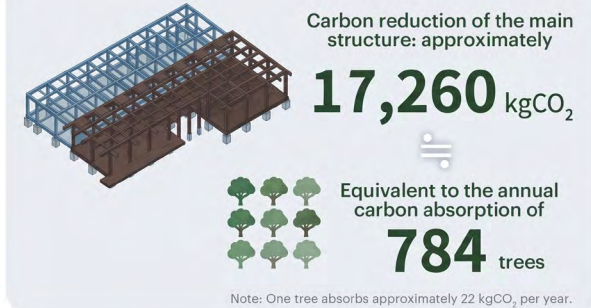
Results and Highlights

Compared with a 100% light steel structure system, the project achieved an overall embodied carbon reduction rate of approximately 40%, with the carbon reduction of the main structure reaching approximately 17,260 kgCO₂e. When the main structure is rebuilt at another site, carbon emissions can be further reduced by approximately 45%. The timber structure has a circularity rate of 90%, and its main components can be stored centrally in three 20-foot containers, demonstrating strong replicability and promotional potential. The project also prioritizes hiring local construction teams to promote local employment and uses the building space as a sustainability education and exhibition site, expanding the social impact of low-carbon action.

Carbon Reduction through Timber Structure

Main structure carbon emissions calculation (above-ground floors)

100% light steel structure =
approximately 43,388 kgCO₂
50% timber structure + 50% light steel
structure = approximately 26,128
kgCO₂

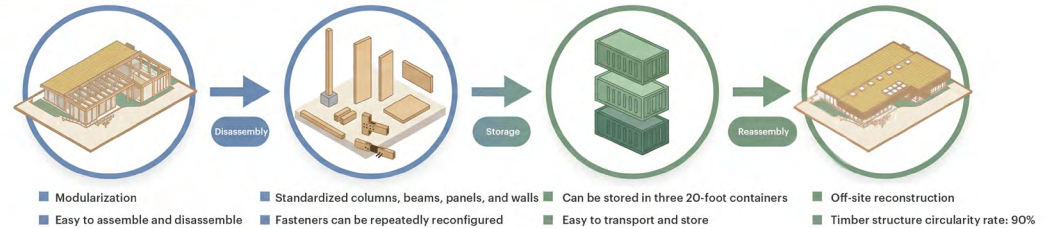


Circular Reuse Design

Compared with a 100% light
steel structure

Initial construction: approximately 40% reduction in
carbon emissions from main structural materials

Second reconstruction: approximately 45% reduction
in carbon emissions from main structural materials



Active and Passive Design Energy-Saving Strategies



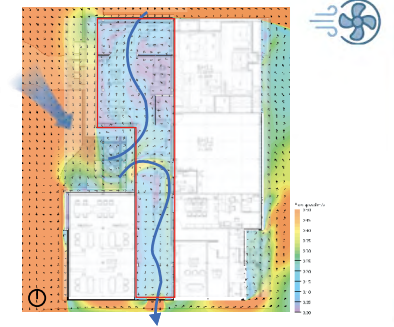
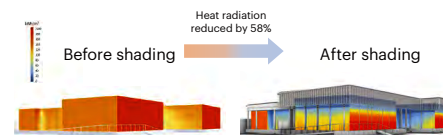
Introducing Natural Ventilation | Partial window openings are provided on the north and west sides based on the optimal ventilation direction.



Reducing Envelope Heat Radiation | A grille facade is adopted to increase shading and reduce heat gain on the building facade.



Using High-Efficiency Equipment | Operational electricity consumption is reduced to improve overall energy efficiency.





FG NEXT Annual Achievements Presentation

An achievements presentation is held annually, inviting Group employees to participate and share how "sustainability" and "sharing" can be integrated into product design.

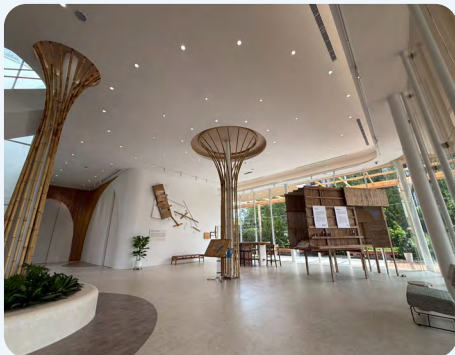
- ▶ Date: January 14, 2026 (Wednesday)
- ▶ Venue: Farglory BEONE Main Conference Room
- ▶ Number of Participants: 219



2025 External Workplace Tours

External groups are invited to participate in workplace tours from time to time, during which the Company shares the results of the Construction Waste Upcycling Project and expands the influence of voluntary waste reduction in the construction industry.

- ▶ Venue: Farglory Land Development Taipei Headquarters
- ▶ Number of Participants: 39 sessions, approximately 700 participants



"Farglory Playground" Reception Center: A Showcase for Sustainable and Shared Living

Building on the FGN spirit of "sustainability × sharing" and integrating the core value of PLAY GROUND at "Farglory Playground," the reception center is designed around three missions: "carrying forward sustainability and sharing," "educating target customer groups," and "showcasing lifestyle scenarios." Through spatial configuration and inclusive field design, the reception center serves as a miniature representation of future community lifestyles.

- ▶ Venue: Intersection of Nanxing North 2nd Road and Dunfu East Street, Beitun District, Taichung City
- ▶ Number of Participants: 1,756 participants

Awards Received by the "Construction Waste Upcycling Project" in Collaboration with META Design

Award	Year	Country	Award-Winning Work or Category	Link
Taiwan Creative Content Agency	2025	Taiwan	Industry Promotion Award	Link
Taipei Golden Eagle Micro-Movie Festival	2025	Taiwan	Platinum Award for Sustainable Micro-Movie	Link
Taipei Golden Eagle Micro-Movie Festival	2024	Taiwan	Silver Award for Sustainable Micro-Movie	Link
Outstanding Resource Circulation Enterprise, Ministry of Environment	2024	Taiwan	Silver Award, Innovation Applications Group	Link
Good Design Award	2022	Japan	awareness improvement of waste recycling	Link
iF Design Award	2022	Germany	Interior Architecture / Office Interior	Link
Dezeen Awards	2021	United Kingdom	Sustainable Interior Longlisted	Link
Golden Pin Design Award	2021	Taiwan	Golden Pin Design Award Mark Shortlisted for Best Design of the Year	Link
Taiwan Interior Design (TID) Award	2021	Taiwan	TID Jury Award	Link
Shopping Design Best 100	2021	Taiwan	Annual Social Care and Environmental Friendly	Link



Sustainability Blueprint

Based on its core business of architecture and construction, Farglory Group integrates people-centered innovation and proposes its sustainability vision of "NEX Community: Future Coexistence." Through shared connections, the Group inspires innovation and jointly creates a better and more sustainable future. "NEX" represents brand leadership (Navigation), environmental inclusion (Eco-Inclusion), and expanded impact (Xpansion), embodying the spirit of ESG.

Building on the foundation of Living Better, Farglory Land Development has established three major sustainability strategies: "Sustainable Environment," "Good Life," and "Digital Intelligence," together with six major themes. Starting from 2025, the Company further strengthened the alignment between its corporate sustainability strategies and the United Nations Sustainable Development Goals (SDGs), as well as the completeness of related disclosures. In particular, the Company introduced a systematic mapping mechanism to conduct a comprehensive review of the short-, medium-, and long-term targets and specific actions under the six major sustainability themes, and mapped them against the goals and detailed targets based on international reference frameworks, such as the SDG Compass and the GRI Standards. This Report analyzes the three categories of dimension, SDG, and Target, and it identifies the three Sustainable Development Goals with the most substantive linkage under each dimension (Top 3 SDGs). It further compares the representative Targets that appear most frequently and are most closely linked to the Company's actions. The results are presented in the sustainability blueprint summary table below, serving as an overall strategic overview of the Company's alignment with international sustainability goals.

Brand Proposition	Living Better																			
Brand Vision	To become the most Earth-friendly construction enterprise																			
Brand Mission	To create better living experiences for life and business																			
Core Values	Sustainability						Sharing													
S.D.G. Sustainability Blueprint	(E) Environmental Symbiosis: Sustainable Environment				(S) Social Co-prosperity: Good Life				(G) Governance: Digital Intelligence											
	Introduce environmentally friendly design and construction strategies, promote low-carbon buildings, resource circulation, and biodiversity conservation, and integrate climate data with passive design to enhance building resilience and environmental adaptability.				Centering on people's needs, emphasizing employee health and talent development, and promoting neighborhood interaction through shared spaces and community engagement to create Good Life experiences.				Strengthen governance effectiveness through digital intelligence, enhance ESG management, information disclosure, and risk control capabilities, and promote the development of smart buildings and sustainable supply chains.											
	Climate Resilience and Nature Adaptation		Circular Buildings and Sustainable Innovation		Career Development and Employee Care		Living Experience and Community Inclusion		Digital Governance and Sustainability Capabilities		Value Chain Collaboration and Shared Progress									
Sustainability Strategies	Manage carbon emissions and climate risks, and enhance the resilience of buildings and operations.		Introduce circular design and low-impact materials to reduce the environmental and resource impacts of buildings throughout their full lifecycle.		Build a healthy, safe, and growth-oriented workplace environment.		Strengthen residential quality, service experience, and community connections.		Use digital tools to improve governance, information security, and decision-making efficiency.		Collaborate with suppliers and partners to build a sustainable supply chain									
Material Topics	Climate Change Risk and Opportunity Management		Site Selection and Development Management		Sustainable Product Design and Circular Economy		Talent Development and Capacity Building		Employee Health, Safety, and Well-Being Management		Product Quality and Safety Management		Customer Service Quality and Satisfaction		Operational Resilience and Financial Soundness		Digital Governance and Information Security		Sustainable Supply Chain Management	
SDG Alignment	 		 		 		 		 		 				 		 		 	



Sustainability Blueprint (Continued)

Social Co-prosperity: Good Life

(I) Living Experience and Community Inclusion: Strengthen the quality of residential experiences, service experiences, and community connections.

Material Topic 1: Product Quality and Safety Management

Management Mechanism:

The Sustainability Strategy Development Office regularly conducts quality control over the design of diverse public facility spaces and universal design in products. Through design principle review checklists and verification procedures, the Company tracks the rate of label certification obtained and the extent of design implementation, and it conducts post-completion reviews and evaluations of implementation effectiveness.



	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	- Zero major product safety-related incidents. 100% of new commercial, factory, and office projects for the year to obtain Silver-level or higher Intelligent Building Label certification. - Establish universal design item standards and implement them in 30% of new projects for the year. 100% of development projects shall be designed and specified in accordance with the Ten Design Principles for Shared Communal Spaces^{Note 1}. - Establish LDK Design Principles^{Note 2} and implement them in 30% of new projects launched during the year.	- No major product safety incidents occurred during the year. - Applications for Silver-level or higher Intelligent Building Label certification reached 100% for new commercial, factory, and office projects for the year. - Applications for Silver-level or higher Intelligent Building Label certification reached 55% for new residential projects for the year. - All 10 projects that obtained building permits in 2025 adopted universal design standards. One of these projects applied for Level 2 accessibility under performance evaluation. 100% of projects for the year were designed and required in accordance with the Ten Design Principles for Shared Communal Spaces^{Note 1}. 100% of new residential projects for the year adopted the LDK Design Principles.	- No major product safety incidents occurred during the year. - Applications for Silver-level or higher Intelligent Building Label certification reached 100% for new commercial, factory, and office projects for the year. - Applications for Silver-level or higher Intelligent Building Label certification reached 55% for new residential projects for the year. - All 10 projects that obtained building permits in 2025 adopted universal design standards. One of these projects applied for Level 2 accessibility under performance evaluation. 100% of projects for the year were designed and required in accordance with the Ten Design Principles for Shared Communal Spaces^{Note 1}. 100% of new residential projects for the year adopted the LDK Design Principles.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- Maintain zero major product safety-related incidents each year. 100% of new commercial office and factory-office projects launched during the year shall obtain Intelligent Building Label certification at Silver Level or above, and 100% of new residential projects launched during the year shall introduce the Experience-Driven Smart Design Principles^{Note 3}. 100% of new residential projects launched during the year shall introduce the Universal Design Principles^{Note 4}. 100% of development projects shall be designed and specified in accordance with the Ten Design Principles for Shared Communal Spaces^{Note 1}. - Establish LDK Design Principles^{Note 2} and implement them in 30% of new projects launched during the year.	- Maintain zero major product safety-related incidents each year. 100% of new commercial office and factory-office projects launched during the year shall obtain Intelligent Building Label certification at Silver Level or above, and 100% of new residential projects launched during the year shall introduce the Experience-Driven Smart Design Principles^{Note 3}. 100% of new residential projects launched during the year shall introduce the Universal Design Principles^{Note 4}. 100% of development projects shall be designed and specified in accordance with the Ten Design Principles for Shared Communal Spaces^{Note 1}. - Establish LDK Design Principles^{Note 2} and implement them in 50% of new projects launched during the year.	- Maintain zero major product safety-related incidents each year. 100% of new commercial office and factory-office projects launched during the year, and 50% of new residential projects launched during the year, shall obtain Intelligent Building Label certification at Silver Level or above. 100% of new residential projects launched during the year shall introduce the Universal Design Principles^{Note 4}. 100% of development projects shall be designed and specified in accordance with the Ten Design Principles for Shared Communal Spaces^{Note 1}. - Establish LDK Design Principles^{Note 2} and implement them in 100% of new projects launched during the year.

Note 1: The ten communal spaces are the gym, children's play area, shared classroom, lobby, library and reading room, lounge, yoga and aerobics room, swimming pool area, outdoor recreation area, and learning corners / passage spaces.

Note 2: LDK (Living, Dining, and Kitchen) includes two aspects: first, "for units with three bedrooms or fewer (including three-bedroom units), an open kitchen with an island shall be provided and connected to the living and dining room space;" and second, "for units with daylighting on two sides and an area of 35 ping or more, a semi-open kitchen shall be provided, and a floor plan option allowing customer-requested changes to an enclosed kitchen shall also be proposed."

Note 3: The Experience-Driven Smart Design Principles were established in 2025 to incorporate smart features that deliver tangible value to customers into the development project design. These features cover categories including infrastructure, operation and maintenance management, safety and disaster prevention, energy conservation management, health and comfort, and smart innovation.

Note 4: The Universal Design Principles were established in 2024 in response to the trend toward age-inclusive products and to meet the usage needs of all groups. The principles cover a total of 16 categories across shared facilities, access routes, and private residential units.

**Material Topic 2: Customer Service Quality and Satisfaction****Management
Mechanism:**

The customer service and sales departments consolidate customer complaint handling timeliness, satisfaction, and platform system usage rates, and they incorporate them into monthly / quarterly review reports as the basis for system optimization.



	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	- Customer complaint rate below 1.1%. - On-time case closure control rate^{Note 1} achievement rate of 90% or above. - Community Cloud online activation rate^{Note 2} of 75% or above. - Handover satisfaction score of 76 points or above. - Repair satisfaction score of 76 points or above.	- Customer complaint rate: 0.63%. - On-time case closure control rate^{Note 1} achievement rate of 90% or above. - Community cloud online activation rate^{Note 2}: 89%. - Handover satisfaction score: 71.45 points. - Repair satisfaction score: 74.22 points.	The target for handover satisfaction for the year was 76 points or above, while the actual score was 71.45 points. The target for repair satisfaction was 76 points or above, while the actual score was 74.22 points. Neither indicator met its targets. This was mainly due to the impact of the handover process experience, repair timelines, and communication efficiency. Going forward, the Company will continue to optimize service processes and strengthen its case management mechanism to improve customer satisfaction performance.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- On-time case closure control rate^{Note 1} achievement rate of 90% or above. - Community Cloud online activation rate^{Note 2} of 75% or above. - Handover satisfaction score of 76 points or above. - Repair satisfaction score of 76 points or above.	- On-time case closure control rate^{Note 1} achievement rate of 90% or above. - Community Cloud online activation rate^{Note 2} of 80% or above. - Handover satisfaction score of 78 points or above. - Repair satisfaction score of 78 points or above.	- On-time case closure control rate^{Note 1} achievement rate of 90% or above. - Community Cloud online activation rate^{Note 2} of 90% or above. - Handover satisfaction score of 80 points or above. - Repair satisfaction score of 80 points or above.

Note 1: On-time case closure control rate = Number of customer service cases actually closed within the required monthly customer service handling timeframe / Number of customer service cases required to be completed within the required monthly customer service handling timeframe.

Note 2: Online activation rate = Number of households that activated digital accounts in communities handed over during the year / Number of households handed over in communities during the year.



(II) Career Development and Employee Care: Build a healthy, safe, and growth-oriented workplace environment.

Material Topic 1 Talent Development and Capacity Building**Management
Mechanism:**

The Company tracks the provision of internal and external courses and employee participation satisfaction, and it analyzes turnover rates and performance trends as the basis for evaluating the effectiveness of talent development and adjusting training strategies.



	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	- Average annual course satisfaction score of Farglory Land Development: 94 points or above for non-managerial employees and 88 points or above for managerial employees; average annual course satisfaction score of Farglory Construction: 95 points or above. - Sustainability professional courses^{Note 1} of Farglory Land Development to account for 30% of the annual plan. - Annual succession planning^{Note 2} achievement rate of Farglory Land Development to reach 90%. - Annual turnover rate of high-performing employees^{Note 3} of Farglory Land Development to be below 5%. - Farglory Land Development to provide internship / part-time student positions each year equivalent to more than 6% of total employees. - Farglory Land Development to host on-site corporate visits by two colleges or universities each year, with at least 30 participants.	- Average course satisfaction score of Farglory Land Development: 90 points for non-managerial employees and 93 points for managerial employees; average annual course satisfaction score of Farglory Construction: 95 points or above. - Sustainability professional courses of Farglory Land Development accounted for 26.32% of the annual plan. - Succession planning achievement rate of Farglory Land Development reached 100%. - Turnover rate of high-performing employees of Farglory Land Development was 2.8%. - Farglory Land Development provided internship / part-time student positions equivalent to 9.6% of total employees. - Farglory Land Development hosted on-site corporate visits by two colleges or universities, with at least 41 participants. Farglory Construction implemented monthly departmental training and joint construction site inspections, achieving an implementation rate of 98%. - One Farglory Construction employee obtained a national Class B occupational safety and health certificate, with a subsidy amount of NTD 50,000.	- The average satisfaction score for non-managerial courses did not reach the target of 94 points, mainly due to cross-disciplinary elective courses. As these courses were open to all employees as electives, differences in employees' knowledge backgrounds and learning needs affected certain evaluation items. Going forward, the Human Resources Department will assist in assessing learning prerequisites before courses are offered, and it will review satisfaction targets and scoring mechanisms to more comprehensively reflect learning effectiveness. - The proportion of sustainability professional courses did not reach the target of 30%. In 2025, a total of 38 courses were offered, of which 10 were sustainability-related courses. As the number of cross-disciplinary professional courses increased (15 courses originally planned; 20 courses actually offered), the total number of courses increased, which diluted the proportion. All other indicators were achieved.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- Average annual course satisfaction score of Farglory Land Development: 94 points or above for non-managerial employees and 88 points or above for managerial employees; average annual course satisfaction score of Farglory Construction: 95 points or above. - Sustainability professional courses^{Note 1} of Farglory Land Development to account for 30% of the annual plan. - Annual succession planning^{Note 2} achievement rate of Farglory Land Development to reach 90%. - Annual turnover rate of high-performing employees^{Note 3} of Farglory Land Development to be below 5%. - Farglory Land Development to provide internship / part-time student positions each year equivalent to more than 6% of total employees. - Farglory Land Development to host on-site corporate visits by two colleges or universities each year, with at least 30 participants.	- Average annual course satisfaction score of Farglory Land Development: 94 points or above for non-managerial employees and 88 points or above for managerial employees; average annual course satisfaction score of Farglory Construction: 95 points or above. - Sustainability professional courses^{Note 1} of Farglory Land Development to account for 40% of the annual plan. - Annual succession planning^{Note 2} achievement rate of Farglory Land Development to reach 90%. - Annual turnover rate of high-performing employees^{Note 3} of Farglory Land Development to be below 5%. - Farglory Land Development to provide internship / part-time student positions each year > 6% of total employees. - Farglory Land Development to host on-site corporate visits by two colleges or universities each year, with at least 30 participants.	- Average annual course satisfaction score of Farglory Land Development: 94 points or above for non-managerial employees and 88 points or above for managerial employees; average annual course satisfaction score of Farglory Construction: 95 points or above. - Sustainability professional courses^{Note 1} of Farglory Land Development ≥ 50% of the annual plan. - Annual succession planning^{Note 2} achievement rate of Farglory Land Development to reach 90%. - Annual turnover rate of high-performing employees^{Note 3} of Farglory Land Development to be below 5%. - Farglory Land Development to provide internship / part-time student positions each year > 6% of total employees. - Farglory Land Development to host on-site corporate visits by two colleges or universities each year, with at least 30 participants.

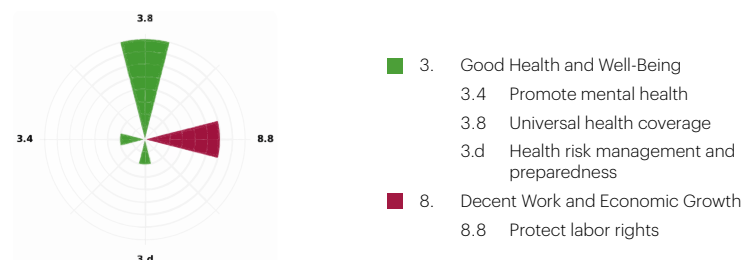
Note 1: Sustainability professional courses refer to courses related to the themes set based on the sustainability development blueprint and targets, such as green buildings, smart buildings, and environmental protection.

Note 2: Succession planning rate refers to the number of units that passed the submission of managerial talent reserves / the number of units required to submit managerial talent reserves for the year.

Note 3: Turnover rate of high-performing employees refers to the number of high-performing employees who departed during the year divided by the number of high-performing employees for the year (based on annual performance evaluation results).

**Material Topic 2: Employee Health, Safety, and Well-Being Management****Management
Mechanism:**

Through regular tracking of data such as on-site medical and nursing services, employee health examinations, and health seminars, together with monthly construction site safety and health reports, the Company monitors occupational safety risks and implements preventive management to strengthen workplace safety protection mechanisms.



	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	- Zero cases of major injuries and occupational diseases. - Conduct one on-site medical and nursing consultation service session each month. - Health examination participation rate of 85% or above for department-level and deputy department-level managers and above. - Hold at least two health seminars during the year. - Farglory Land Development to achieve a satisfaction score of 85 points for health promotion activities. - Farglory Construction to optimize CCTV connections from construction sites to the head office. - Farglory Construction to optimize the facial recognition system at construction sites.	- Zero cases of major injuries and occupational diseases. - Farglory Land Development conducted three on-site nursing consultation service sessions each month; Farglory Construction conducted one session each month. - Farglory Land Development achieved a health examination participation rate of 100% for department-level and deputy department-level managers and above. - Farglory Construction achieved a health examination participation rate of 97% for all employees. - Farglory Land Development organized four health seminars, while Farglory Construction organized three. - Farglory Land Development achieved a satisfaction score of 94 points for health promotion activities. - The remote CCTV monitoring system at construction sites was optimized into a real-time system. Through the app and system setup, construction site conditions can be monitored and tracked in real time at any time. - The facial recognition system was optimized to newly display the number of people entering and exiting construction sites and the real-time status of work teams, enabling the Company to monitor site conditions at any time and prevent hazards.	All 2025 KPIs were achieved.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- Maintain zero cases of major injuries and occupational diseases each year. - Conduct at least one on-site medical and nursing consultation service session each month. - Health examination participation rate of 85% or above for department-level and deputy department-level managers and above. - Farglory Land Development to introduce an employee engagement survey. - No major or substantiated grievances related to human rights violations during the year (including bullying, sexual harassment, overtime work, labor-management disputes, child labor, protection of persons with disabilities, etc.).	- Maintain zero cases of major injuries and occupational diseases each year. - Conduct at least one on-site medical and nursing consultation service session each month. - Health examination participation rate of 90% or above for all employees. - Farglory Land Development to achieve a positive response rate of 80% in the employee engagement survey. - No major or substantiated grievances related to human rights violations during the year (including bullying, sexual harassment, overtime work, labor-management disputes, child labor, protection of persons with disabilities, etc.).	- Maintain zero cases of major injuries and occupational diseases each year. - Conduct at least one on-site medical and nursing consultation service session each month. - Health examination participation rate of ≥90% for all employees. - Farglory Land Development to achieve a positive response rate of ≥80% in the employee engagement survey. - No major or substantiated grievances related to human rights violations during the year (including bullying, sexual harassment, overtime work, labor-management disputes, child labor, protection of persons with disabilities, etc.).



Environmental Symbiosis: Sustainable Environment

(I) Climate Resilience and Nature Adaptation: Manage carbon emissions and climate risks, and enhance the resilience of buildings and operations.

Material Topic 1: Climate Change Risk and Opportunity Management

Management Mechanism:

The Sustainability Strategy Development Office supervises project implementation, while the Design Department and construction teams work with the dedicated ESG unit to track the certification status of projects, the effectiveness of energy-saving design implementation, and the results of carbon emission inventories, and to establish a rolling adjustment mechanism.



	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	100% of new commercial, factory, and office projects to obtain Silver-level or higher Green Building Label certification. 100% of new residential projects to obtain Silver-level or higher Green Building Label certification. 100% of new commercial, factory, and office projects to obtain Level 2 or higher Low-Carbon Building certification. 100% of new residential projects to obtain Level 2 or higher Low-Carbon Building certification. 50% of new commercial, factory, and office projects to obtain Level 2 or higher Building Energy-Efficiency Label certification. 100% of new residential projects to obtain Level 2 or higher Building Energy-Efficiency Label certification.	- Applications for Silver-level or higher Green Building Label certification accounted for 100% of new projects, of which applications for Gold-level Green Building Label certification accounted for 20%. - Applications for Level 2 or higher Low-Carbon Building certification accounted for 100% of new projects, of which applications for Level 1 or higher Low-Carbon Building certification accounted for 50%. - Applications for Level 2 or higher Building Energy-Efficiency Label certification accounted for 100% of new commercial, factory, and office projects. - Applications for Level 2 or higher Building Energy-Efficiency Label certification accounted for 100% of new residential projects. - Farglory Land Development and Farglory Construction completed greenhouse gas inventories and third-party verification, expanded the inventory scope to Category 5, reset 2024 as the base year, and established carbon reduction targets. - The Company launched its first passive building, "Farglory Yang Yue," using wind field and sunlight analysis to support the design of a livable and comfortable building. In 2025, passive building concepts were incorporated into the design evaluation of 90% of new projects.	All 2025 KPIs were achieved.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	100% of new commercial, factory, and office projects to obtain Silver-level or higher Green Building Label certification. 100% of new residential projects to obtain Silver-level or higher Green Building Label certification. 100% of new commercial, factory, and office projects to obtain Level 1 or higher Low-Carbon Building certification. 100% of new residential projects to obtain Level 2 or higher Low-Carbon Building certification. 100% of new commercial, factory, and office projects to obtain Level 1 or higher Building Energy-Efficiency Label certification. 100% of new residential projects to obtain Level 1 or higher Building Energy-Efficiency Label certification.	100% of new commercial, factory, and office projects to obtain Silver-level or higher Green Building Label certification, of which Gold-level or higher certification shall account for 50%. 100% of new residential projects to obtain Silver-level or higher Green Building Label certification, of which Gold-level or higher certification shall account for 30%. 100% of new commercial office projects to obtain Level 1 or higher Low-Carbon Building certification. 100% of new residential projects to obtain Level 1 or higher Low-Carbon Building certification. 100% of new Grade A commercial office projects in Taipei to obtain LEED or WELL Gold certification, 100% of new Grade B and Grade C commercial office projects to obtain LEED or WELL Silver certification, and 100% of new factory and office projects in Taipei, New Taipei, and Taoyuan to obtain LEED or WELL Certified-level certification. 100% of new commercial, factory, and office projects to obtain Level 1 or higher Building Energy-Efficiency Label certification. 100% of new residential projects to obtain Level 1 or higher Building Energy-Efficiency Label certification.	100% of new commercial, factory, and office projects to obtain Gold-level or higher Green Building Label certification. 100% of new residential projects to obtain Gold-level or higher Green Building Label certification. 100% of new commercial, factory, and office projects to obtain Level 1+ Low-Carbon Building certification. 100% of new residential projects to obtain Level 1+ Low-Carbon Building certification. 100% of new Grade A, Grade B, and Grade C commercial office projects in Taipei to obtain LEED or WELL Gold certification, and 100% of new factory and office projects in Taipei, New Taipei, and Taoyuan to obtain LEED or WELL Silver certification. 100% of new commercial, factory, and office projects to obtain Level 1+ Building Energy-Efficiency Label certification. 100% of new residential projects to obtain Level 1+ Building Energy-Efficiency Label certification.

**Material Topic 2: Site Selection and Development Management****Management
Mechanism:**

The Sustainability Strategy Development Office is responsible for overall supervision. The Company has established nine cross-departmental functional task forces, among which the "Biodiversity and Nature Sustainability Task Force" is responsible for promoting the adoption of the TNFD project and incorporating nature-related risks and opportunities into the site selection and development evaluation process. At the same time, the Company integrates environmental impact assessments, stakeholder communication, and internal review mechanisms to strengthen the sustainability and risk control of development decisions, ensuring that development activities take into account ecological conservation, community inclusion, and long-term operational stability.

	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	Establish nine ESG Functional Task Forces and set up the "Biodiversity and Nature Sustainability Task Force," which will lead the adoption of the TNFD framework and be responsible for incorporating nature-related risks and ecological sustainability issues into the site selection and development management process.	The nine ESG Functional Task Forces have been established, and the "Biodiversity and Nature Sustainability Task Force" has been set up.	All 2025 KPIs were achieved.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- Establish the foundational framework required to identify and disclose nature-related issues for site selection and development management. Inventory the nature-related impacts, dependencies, risks, and opportunities involved in the organization's operations and development activities, focusing on biodiversity, land use, and the surrounding environment. - Complete the preparation of the TNFD nature-related financial disclosure report and ISO 17298 documentation as the foundation for subsequent incorporation into the site selection and development evaluation process.	- Gradually incorporate nature-related issues into land acquisition, site selection evaluation, development planning, and design management processes. - Establish site selection and development management indicators, data collection, and tracking and improvement mechanisms, and gradually introduce AR3T management thinking to promote the avoidance, reduction, restoration, regeneration, and transformation of nature-related impacts. - Reduce the potential risks of development activities to the natural environment and surrounding stakeholders, and enhance the sustainability value, environmental resilience, and quality of social communication of projects.	- Develop a sustainable site selection and development model that balances natural ecosystems, community inclusion, and corporate development, with nature-positive growth as the long-term management direction. Internalize natural capital management as a core assessment basis for land acquisition, site selection and development, product planning, and major investment decisions. - Enhance the Company's long-term operational resilience, asset quality, and sustainable competitiveness, continuously reduce negative impacts on nature, and gradually create ecological restoration and environmental gains.

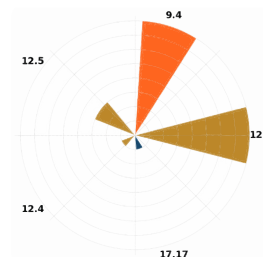


(II) Circular Buildings and Sustainable Innovation: Introduce circular design and low-impact materials to reduce the impacts of buildings on the environment and resources throughout their full lifecycle.

Material Topic: Sustainable Product Design and Circular Economy

**Management
Mechanism:**

The Sustainability Strategy Development Office supervises the construction units in consolidating data on construction procurement, building materials, and waste reporting, and it establishes tracking forms to compile information on the introduction of green building materials and construction methods. After project completion, reviews and evaluations of implementation effectiveness are conducted.



- 9. Sustainable Industry and Infrastructure
9.4 Upgrade industries for
- 12. Responsible Consumption and Production
12.2 Sustainable use of resources
12.4 Safe handling of chemicals
12.5 Waste reduction, recycling, and reuse
- 17. Partnerships for the Goals
17.17 Public-private partnerships

	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	- At least one project to adopt the aluminum formwork method. - At least one project to reduce tile waste by 5.5%. - Introduce an industry-academia collaboration on construction waste material flows. - Recycled green building materials to account for^{Note} 20%.	- Two projects adopted the aluminum formwork method. - The headquarters building completed the installation of waste recycling areas on the Company's own floors. In 2025, electronic waste scales were installed to evaluate the effectiveness of resource recycling and compile statistics on waste volumes and related carbon emissions. - Tile waste from the HH2 project was reduced by 6.9%. - The Company completed the signing of an industry-academia collaboration agreement with National Cheng Kung University and launched the "Development of a Circular Model for Construction Materials" collaborative research project. - Recycled green building materials accounted for 25% in all new projects. - Hazardous waste generated by Farglory Construction's construction sites totaled 0 metric tons.	All 2025 KPIs were achieved.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- At least one project to reduce tile waste by 5.5%. - Introduce an industry-academia collaboration on construction waste material flows. - Recycled green building materials to account for^{Note} 25%. - At least one project to adopt aluminum formwork.	- At least two projects to reduce tile waste by 6.5%. - Recycled green building materials to account for^{Note} 25%, and to account for 50% when exterior walls are included in the calculation^{Note}. - At least 20% of projects to adopt aluminum formwork.	- At least two projects to reduce tile waste by 10%. - Recycled green building materials to account for^{Note} 30%, and to account for 70% when exterior walls are included in the calculation^{Note}. - At least 50% of projects to adopt aluminum formwork.

Note: The calculation of the proportion of recycled green building materials is based on the "Design Technical Assessment Criteria for Green Building Materials, National Land Management Agency, Ministry of the Interior." The formula is: area using recycled green building materials / total area using indoor and outdoor green building materials.



Governance: Digital Intelligence

(I) Digital Governance and Sustainability Capabilities: Use digital tools to improve governance, information security, and decision-making efficiency.

Material Topic: **Digital Governance and Information Security**

Management Mechanism: The MIS Department regularly tracks progress in system development and optimization, and it consolidates the results into internal review materials for digital transformation.



	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	- Zero information security incidents. - Complete labeling protection for emails or files and database (DB) encryption mechanisms, achieving Level 1 privacy protection^{Note 1}. - Launch the trial implementation of the construction site management system. - Conduct scenario analysis and verification based on construction schedule and cost information, and plan to establish an AI prediction system as an auxiliary tool for future cost decision-making.	- Zero information security incidents. - Labeling protection for emails or files and database (DB) encryption mechanisms were completed. - The construction site management system has been launched and is now online. - The Company completed the development of a construction contracting cost prediction model, which has been introduced into the preliminary assessment and estimation stage as a reference for cost estimation. - The Company's MIS Planning Office has obtained ISO/IEC 27001 Information Security Management System (ISMS) certification.	- All 2025 KPIs were achieved. - No major information security incidents occurred during the year. However, one system anomaly occurred due to an error in the program code's judgment logic, which caused a repair response intended for an individual supplier to be mistakenly sent to a group of unintended recipients. Upon investigation, the incident was not attributable to hacking or an external attack. The Company promptly completed system corrections and process reviews, and it strengthened its internal control and testing mechanisms to continuously enhance the maturity of information security management.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- Zero information security incidents. - Complete labeling protection for emails or files and database (DB) encryption mechanisms, achieving Level 1 privacy protection^{Note 1}. - Launch the trial implementation of the construction site management system. - Conduct scenario analysis and verification based on construction schedule and cost information, and plan to establish an AI prediction system as an auxiliary tool for future cost decision-making.	- Zero information security incidents. - Review exposed personal data item by item and mask such data, achieving Level 2 privacy protection^{Note 1}. - Enable the construction site management system^{Note 2} for 40% of on-site operations. - Establish auxiliary systems for AI prediction of construction schedules and costs.	- Zero information security incidents. - Review exposed personal data item by item and mask such data, achieving Level 3 privacy protection^{Note 1}. - Enable the construction site management system^{Note 2} for 100% of on-site operations. - Apply AI-based auxiliary decision-making systems for construction schedule and cost prediction in relevant scenarios.

Note 1: With reference to the Ministry of Economic Affairs' "Privacy Impact Classification Table for Personal Data Categories," Level 1 refers to the implementation of general information protection, Level 2 refers to the implementation of personal privacy information protection, and Level 3 refers to the implementation of sensitive personal privacy information protection.

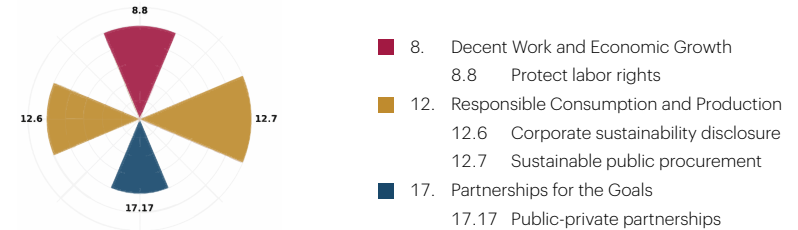
Note 2: The construction site management system is a cross-organization project management system for engineering sites, allowing project owners and construction teams to collaborate on the system platform. Its functions include project management, schedule management, daywork management, construction logs, self-inspections, and construction issue reporting, thereby helping reduce information gaps and duplicate work.



(II) Value Chain Collaboration and Shared Progress: Work with suppliers and partners to build a sustainable industry chain.

Material Topic: **Sustainable Supply Chain Management**

Management Mechanism: Through the Supplier Relationship Management (SRM) system, the Company tracks supplier signing of the Supplier Code of Conduct and the results of sustainability evaluations, and it regularly reviews changes in the amount and percentage of green procurement.



	2025 Targets	2025 Performance	Target Achievement Status
Annual Management Performance	100% of suppliers contracted by Farglory Land Development and Farglory Construction during the year to sign the Supplier Code of Conduct. - Local procurement^{Note 4} ratio to reach 100%. - Annual green procurement amount to reach NTD 300 million. - Introduce a supplier sustainability evaluation mechanism^{Note 3}.	100% of suppliers of Farglory Land Development and Farglory Construction signed the Supplier Code of Conduct during the year. - Local procurement^{Note 4} ratio to reach 100%. - Annual green procurement amounted to NTD 323 million, and the Company received the "Green Procurement Excellence Award" from the Taipei City Government.	In 2025, the Company originally planned to introduce a supplier sustainability evaluation mechanism. However, due to adjustments to the annual schedule, the relevant work was not initiated in 2025 and will be postponed to 2026. In 2026, the Company expects to introduce the ISO 20400 Sustainable Procurement Guidance and first conduct a preliminary inventory and identification of supplier sustainability risks and impacts. Based on the results, the Company will establish sustainable procurement strategies and an evaluation mechanism to gradually strengthen sustainable supply chain management.
	Short-Term Targets (2026)	Medium-Term Targets (2030)	Long-Term Targets (2040 / Ongoing)
Future Management Targets	- Each year, achieve a 100% signing rate among all suppliers required to sign the Supplier Code of Conduct. - Each year, achieve a local procurement^{Note 4} ratio of 100%. - Green procurement^{Note 1} amount to reach NTD 300 million; using 2025 as the base year, establish a growth target for the green procurement ratio^{Note 2}. - In accordance with the ISO 20400 guidance, identify key sustainability issues and preliminarily formulate response strategies; complete policy documents related to sustainable supply chains and the SRM system database to facilitate tiered management and performance tracking.	- Each year, achieve a 100% signing rate among all suppliers required to sign the Supplier Code of Conduct. - Each year, achieve a local procurement^{Note 4} ratio of 100%. - Green procurement^{Note 1} amount to reach NTD 350 million; green procurement ratio to increase by 25% compared with 2025. - Establish a comprehensive supplier sustainability evaluation, supplier improvement guidance, and development and capacity-building system and operating procedures, and obtain ISO 20400 certification to strengthen credibility and the basis for external disclosure.	- Each year, achieve a 100% signing rate among all suppliers required to sign the Supplier Code of Conduct. - Each year, achieve a local procurement^{Note 4} ratio of 100%. - Green procurement^{Note 1} amount to reach NTD 400 million; green procurement ratio to increase by 150% compared with 2025. - Continue to enhance the foundation of ISO 20400 certification, gradually expand the scope of supply chain partner management, reduce supply chain sustainability risks, and improve overall sustainability maturity, transparency, and resilience.

Note 1: Green procurement refers to the purchase of green products that comply with environmental protection, Type II environmental protection, energy conservation, water conservation, green building materials, carbon reduction, or other foreign labels.

Note 2: Green procurement ratio refers to the ratio of the green procurement amount of Farglory Land Development and Farglory Construction to the total procurement and contract-awarding amount of Farglory Land Development and Farglory Construction, excluding the procurement and contract-awarding amount contracted by Farglory Land Development to Farglory Construction.

Note 3: Supplier sustainability evaluation mechanism: Add sustainability-related items to the existing supplier evaluation form, including occupational safety, environmental management, ethical management, and other third-party certifications.

Note 4: Local Procurement refers to sourcing major structural and interior finishing works primarily from suppliers located within Taiwan.



Stakeholder Engagement and Materiality Assessment

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

Stakeholder Engagement

The Company's key stakeholders are grouped into seven categories: employees, customers, government agencies and industry associations, suppliers, investors, communities, and others (landowners, banks, and media). To understand the issues of concern to stakeholders and their specific opinions, we have established open, direct, and diverse engagement channels. Stakeholder feedback serves as an important reference for management policies and implementation plans, and the Company responds to stakeholders through this Report. In addition, the Company has assigned corresponding responsible units to engage with different stakeholder groups. Please refer to the table below for the engagement frequency and channels, annual engagement results, and response strategies. In 2025, there were no critical or material events requiring reporting to the Board of Directors. All relevant grievances were confirmed by the respective department heads as having been properly handled and closed through the corresponding procedures.

Stakeholders and Their Significance to the Organization

Employees

Employees are the foundation of the Company's sustainable development. The Company provides compensation and benefits that are more competitive than market standards, as well as a diverse learning environment, to attract outstanding talent and enable outstanding employees to fully demonstrate their capabilities.

Communities

Farglory actively fulfills its role as a corporate citizen by proactively investing in social welfare and enhancing its positive social impact.

Others (Landowner/Banks/Media)

Landowners, banks, and the media are all important partners of Farglory. The Company develops stable, mutually beneficial cooperative relationships with them.



Customers

Customers are the Company's primary source of revenue. The Company provides safe products and quality customer service to enhance customer satisfaction.

Government Agencies and Industry Associations

The Company complies with laws and regulations and works together with the government to promote industry development.

Suppliers

The Company ensures that the products and services provided by suppliers are aligned with Farglory's philosophy and satisfy customers, thereby promoting mutual growth and achieving sustainable operations and shared prosperity.

Investors

Investors provide the Company with sources of funding. Farglory continues to reward investors with sound operating results, strengthen investor support, stabilize funding, and create investment value.



Employees

Issues of Concern

- Talent Development and Capacity Building
- Employee Health, Safety, and Well-Being Management

Engagement Frequency and Channels

【 Regular 】

- Weekly: Weekly work reports and departmental weekly meetings
- Monthly: Monthly work report, departmental monthly meeting, and management review meetings
- Quarterly: Labor-management meetings and Employee Welfare Committee meetings
- Annually: Education and training, and the employee profit-sharing system

【 Ad hoc 】

- Internal grievance email (Auditing Department Head's mailbox)
- Company EIP website and video wall bulletin board
- Employee satisfaction survey

2025 Engagement Results

- 12 management review meetings were held, and monthly meetings were held by each department
- Farglory Land Development convened five labor-management meetings, with an average attendance rate of 77%. Farglory Construction convened four labor-management meetings, with an average attendance rate of 88%.
- Farglory Land Development and Farglory Construction jointly convened four Employee Welfare Committee meetings, with an average attendance rate of 100%.
- The average training hours per employee at Farglory Land Development and Farglory Construction were 36.5 hours and 53 hours, respectively.
- The Company posted 46 announcements on the EIP website, 29 occupational safety announcements, 70 information security announcements, and 64 welfare newsletters.
- The MIS Planning Department conducted two service satisfaction surveys.

2025 Response Actions, Strategies, and Plans

- Strengthened communication of business strategies and policies, and continued to provide real-time information on corporate operating performance.
- Employees and the Company communicated through labor-management meetings to reach consensus and effectively resolve issues.
- The implementation of quarterly employee welfare activities and the use of funds were explained to welfare committee members appointed by each unit during Employee Welfare Committee meetings.
- Education, training, and diverse learning were moved online, enabling employees at all levels to make better use of fragmented time to enhance their professional literacy and capabilities, while achieving work-life balance.
- Sustainability-related sharing sessions were organized to strengthen employees' awareness.

Disclosure Section

[Chapter 5. Friendly Workplace and Happy Enterprise](#)

Customers

Issues of Concern

- Legal Compliance
- Product Quality and Safety Management
- Customer Service Quality and Satisfaction

Engagement Frequency and Channels

【 Regular 】

Annually:
Customer
satisfaction
survey

【 Ad hoc 】

- 0800 customer service hotline, customer service email, fax, residents' Farglory Community Cloud, and the Company's official website
- Unit owners' meetings, community visits, and community online and physical activities

2025 Engagement Results

- Customer handover satisfaction score: 71.45 points.
- Customer repair satisfaction score: 74.22 points
- Number of customer complaint cases accepted: 5,125.
- Average customer complaint rate: 0.63%.

2025 Response Actions, Strategies, and Plans

- For satisfaction items with lower scores, the Company analyzed customer feedback and proposed improvement measures to enhance customer satisfaction.
- The Company has established a customer service platform system, official website, and customer service hotline to receive customer feedback on defect inspections and repair operations for projects. Through management mechanisms such as consolidated reports and customer feedback handling approval forms, cases are promptly assigned to the relevant units for handling, and case closure status is tracked. All 5,125 customer complaint cases accepted during the year were completed.

Disclosure Section

[Chapter 1. Corporate Governance and Management](#)
[Chapter 2. Leading International Construction Brand](#)
[Chapter 4. Customer Service](#)Government Agencies
and Industry
Associations

Issues of Concern

- Legal Compliance
- Operational Resilience and Financial Soundness

Engagement Frequency and
Channels

【 Ad hoc 】

- Official correspondence
- Telephone and email communication
- Public hearings or briefing sessions
- Questionnaire surveys

2025 Engagement Results

- Replied to a total of 64 letters from competent authorities.
- Submitted a total of 24 questionnaires to the Taiwan Stock Exchange.
- Conducted all business activities in compliance with the requirements of competent authorities.

2025 Response Actions, Strategies, and Plans

- Responded promptly to inquiries from competent authorities.
- Sales contracts for projects complied with applicable real estate sales laws and regulations, and they were based on the government standard-form sales contract to protect consumer rights and interests.

Disclosure Section

[Chapter 1. Corporate Governance
and Management](#)

Suppliers

Issues of Concern

- Product Quality and Safety Management
- Sustainable Supply Chain Management

Engagement Frequency and
Channels

【 Ad hoc 】

- Supplier evaluations
- Supplier satisfaction surveys
- On-site visits
- Telephone and email communication

2025 Response Actions, Strategies, and Plans

- Evaluations are conducted for each project during construction and after completion. Suppliers deemed unsuitable are immediately suspended from undertaking subsequent projects until improvements are completed. Supplier quality is also reviewed on a rolling basis to identify issues at an early stage and promptly provide feedback to suppliers for improvement.

2025 Engagement Results

- 100% of suppliers submitted for procurement requests underwent supplier evaluation.

Disclosure Section

[Chapter 2. Leading International Construction Brand](#)



Investors

Issues of Concern

- Operational Resilience and Financial Soundness
- Risk Management

Engagement Frequency and Channels

【 Regular 】

- Quarterly: Disclosure of financial statements
- Annually: Annual report, shareholders' meeting, and investor conferences

【 Ad hoc 】

- Investor section on the Company's website
- Publication of material information through the Market Observation Post System

2025 Engagement Results

- Convened **one** annual general meeting.
- Invited to participate in **two** investor conferences.
- Published **73** material information announcements.

2025 Response Actions, Strategies, and Plans

- The annual general meeting is held in the second quarter each year to report on the previous year's operating results. Each proposal is voted on individually, and electronic voting is adopted to ensure full investor participation. The results are also published on the Market Observation Post System and the Company's website.
- The Company was invited to participate in investor conferences held by Mega Securities on June 17 and Yuanta Securities on November 25, where it explained its operating performance and future outlook.
- The Company announces monthly revenue on the Market Observation Post System and discloses financial reports quarterly, which are audited or reviewed by the accounting firm.

Disclosure Section

[Chapter 1. Corporate Governance and Management](#)



Communities

Issues of Concern

- Social Engagement and Community Inclusion

Engagement Frequency and Channels

【 Regular 】

- Annually: Publication of the sustainability report

【 Ad hoc 】

- Assistance to communities in convening unit owners' meetings
- Organization of cultural and artistic activities, provision of scholarships, and sponsorship of public welfare activities related to culture, education, sports, Indigenous peoples, and new immigrants
- ESG section on the Company's website

2025 Engagement Results

- Published the 2024 Sustainability Report in Chinese and English.
- Assisted **four** communities in convening unit owners' meetings and establishing management committees.
- Made an additional contribution of NTD **10 million** to the charitable trust.

2025 Response Actions, Strategies, and Plans

- The electronic sustainability report is published in the third quarter each year and is disclosed on the Company's website.
- The Company assists in convening the first unit owners' meeting, establishing a management committee or electing a management representative, ensuring that communities can promptly and effectively handle various matters in the initial stage, maximize the benefits of community management, and smoothly complete the handover of financial, mechanical and electrical, public facility, and equipment matters.
- Through a charitable trust established with Land Bank of Taiwan, the Company supports middle-aged and elderly people, low-income households with persons with disabilities, and families of persons aged 55 or above who encounter sudden hardship and require long-term care expenses. The Company also promotes a culture of volunteering and actively participates in activities organized by the Farglory Foundation to support disadvantaged groups.

Disclosure Section

[Chapter 4. Customer Service](#)

[Chapter 6. Giving Back to Society](#)

Others
(Landowners/Banks/Media)

Issues of Concern

- Site Selection and Development Management
- Operational Resilience and Financial Soundness
- Salary Structure and Employee Benefits

Engagement Frequency and Channels

【 Ad hoc 】

- On-site visits and official correspondence
- Financing memoranda
- Telephone and email communication
- Press releases and press conferences
- Media interviews or external responses to news reports

2025 Engagement Results

- Financial institutions visited from time to time or communicated through telephone and email.
- The Company visited landowners from time to time or communicated through telephone and email.
- Published **five** reports related to sustainability issues.

2025 Response Actions, Strategies, and Plans

- The Company submits financial statements, project plans, and other information to financial institutions on a regular or ad hoc basis, enabling banks to promptly understand the Company's operating status, thereby helping the Company secure more favorable financing terms and obtain development recommendations and support.
- The Company actively engages in two-way communication with landowners, responds to their needs, performs contracts in a timely manner, and properly resolves issues to establish sound cooperative relationships and to ensure the smooth progress of land development.
- The Company responds to media appropriately to build a trustworthy and positive brand image.
- The Company reports on sustainability-related activities through the media.

Disclosure Section

[Chapter 1. Corporate Governance and Management](#)

[Chapter 2. Leading International Construction Brand](#)

[Chapter 5. Friendly Workplace and Happy Enterprise](#)



Material Topic Analysis

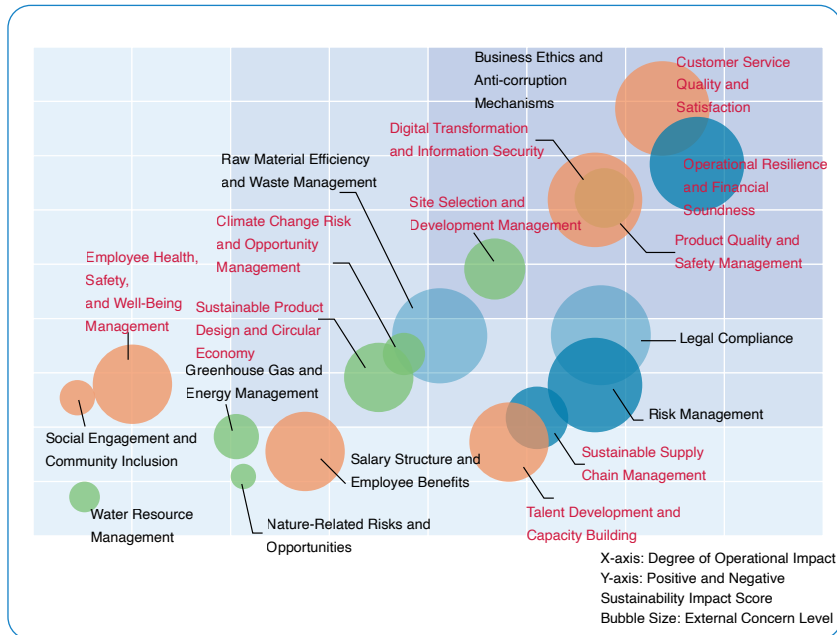
Farglory Land Development completed its material topic analysis for the year. Following the principle of double materiality, the Company consolidated the assessment results of internal senior management and the sustainability team, stakeholder opinions, and observations of industry trends. The results were confirmed by the Sustainable Development Committee, and 10 material topics were ultimately identified as the core focus of the Company's sustainability governance promotion and strategic management for the year.

Step1	Step2	Step3	Step4	Step5
Identify stakeholders	Compile and develop a list of sustainability topics	Assess and screen sustainability topics (impacts and operational impacts)	Integrate analysis and confirm material topics	Conduct governance review and disclose topics
In accordance with the AA1000 Stakeholder Engagement Standard (AA1000 SES) principles, the Company identified internal and external stakeholders that are highly relevant to its operations, covering seven major categories: employees, customers, suppliers, investors, communities, government agencies and industry associations, and others (landowners, banks, and media).	The Company consolidated the GRI Standards, SASB, TCFD, SDGs, and GRESB frameworks, and it referred to sustainability disclosure trends in the construction and development industry. It also reviewed the Company's actual operating model and value chain characteristics to establish a list of 32 sustainability topics, serving as the basis for subsequent materiality assessment and ranking analysis.	Senior management conducted the first round of selection and confirmation for the preliminary list of 32 sustainability topics. Based on the relevance and importance of each topic to the Company's operations, 19 sustainability topics were selected as the scope for subsequent in-depth assessment. Senior management then further assessed the level of impact and likelihood of occurrence of the 19 selected sustainability topics in relation to the Company's operations, financial performance, regulatory compliance, and market competitiveness. These results served as an important basis for analyzing operational and financial impacts and ranking materiality. At the same time, from the three dimensions of the economy, environment, and people (including human rights), the sustainability team assessed the actual and potential positive benefits and negative impacts that each topic may have on corporate sustainable development and stakeholders. Quantitative comparison and analysis were also conducted to supplement the sustainability impact perspective beyond operational and financial considerations. In addition, to incorporate external perspectives, the Company conducted a stakeholder concern survey. The survey covered all seven major stakeholder categories and collected 286 valid responses. The survey results reflected the level of concern of different stakeholders regarding each topic and were incorporated together with the internal assessment results into the overall materiality analysis and ranking considerations.	The Company consolidated the operational impact assessment conducted by senior management, the positive and negative impact assessment conducted by the sustainability team, and the analysis results of stakeholder concern levels. Through cross-comparison and weighted judgment, the Company conducted overall ranking and topic consolidation, forming a material topic matrix. A total of 10 material topics were ultimately identified for 2025 as the core themes for the Company's sustainability strategy formulation and information disclosure.	The Company reviewed and confirmed that the topics were aligned with its sustainability strategy direction, and it submitted them to the Sustainable Development Committee for review and confirmation. After confirmation by the Committee, the results of the material topic analysis were incorporated into the sustainability strategy planning and management mechanisms for the year, and the analysis results were disclosed in the Sustainability Report in accordance with the GRI Standards.



Matrix results show that the 10 material topics identified for the year are mostly concentrated in areas with high operational impact and significant external concern, reflecting that these topics are closely related to the stability of the Company's operations, regulatory and market requirements, and the high expectations of stakeholders.

To ensure the continuity and comparability of material topic management, the Company also reviewed the differences between the material topics for the current year and those of the previous year. Overall, the material topic framework for the current year continues to comprise 10 topics. However, certain topics have been renamed or consolidated based on adjustments to operational strategies, changes in industry trends, and the deepening of management scope, so as to better reflect the actual management priorities and disclosure content.



10 Material Topics for 2025:

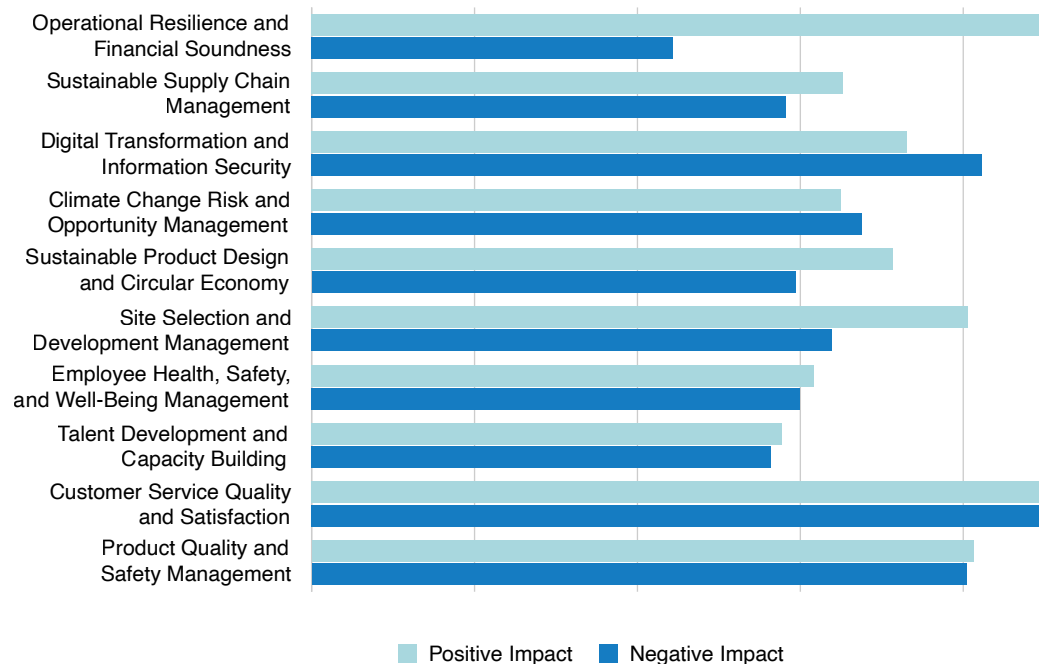
1. Operational Resilience and Financial Soundness
2. Customer Service Quality and Satisfaction
3. Product Quality and Safety Management
4. Digital Transformation and Information Security
5. Site Selection and Development Management
6. Sustainable Supply Chain
7. Climate Change Risk and Opportunity Management
8. Sustainable Product Design and Circular Economy
9. Talent Development and Capacity Building
10. Employee Health, Safety, and Well-Being Management

Aspect	Material Topic in the Previous Year	Material Topic in the Current Year	Description of Difference
E	Circular Economy	Sustainable Product Design and Circular Economy	Continuing the core spirit of the circular economy, the topic further focuses on reduction, durability, and circular application at the product design stage, thereby strengthening the completeness of the management scope.
	Climate Change Governance	Climate Change Risk and Opportunity Management	In response to international climate disclosure trends (TCFD and ISSB), the topic has expanded from the governance level to the systematic identification and management of risks and opportunities.
	Risk Management	Site Selection and Development Management	Risk management is part of the Company's basic operational and governance mechanisms. Therefore, "Site Selection and Development Management" has been adopted as the topic to focus on risks and management actions during the development stage.
S	Compensation and Benefits and Labor-Management Communication	Talent Development and Capacity Building	As the focus of organizational development has shifted from institutional protection to long-term talent cultivation, the scope of this topic has been adjusted this year to cover training, succession planning, and capability enhancement.
	Employee Diversity and Equal Opportunity		Diversity and equality-related management has been incorporated into the overall human resources system. Therefore, it has been consolidated into the talent development topic for integrated disclosure.
	Talent Cultivation		The topic is continued, with only the name adjusted to reflect the extension from training to an overall capability-building and development system.
	Occupational Safety and Health	Employee Health, Safety, and Well-Being Management	Building on the foundation of occupational safety and health management, the topic further incorporates physical and mental health and welfare measures, reflecting the deepening of its management scope.
	Brand Management and Customer Service	Customer Service Quality and Satisfaction	Continuing the spirit of brand and customer relationship management, the topic has been adjusted to focus on customer experience and satisfaction as the key measurement and management priorities.
	Product Safety	Product Quality and Safety Management	The topic is continued and has been expanded to cover quality management processes and risk control mechanisms.
G	Operating and Financial Position	Operational Resilience and Financial Soundness	In response to increased uncertainty in the external environment, the topic has expanded from financial performance to overall operational resilience and risk tolerance.
	-	Digital Governance and Information Security	Information security and data protection have an increasingly significant impact on operational stability, while related regulatory requirements and stakeholder concerns continue to increase.
	-	Sustainable Supply Chain Management	Construction projects are highly dependent on suppliers and contractors. As regulatory requirements and customer emphasis on environmental protection, labor safety, and ethical management continue to increase, the importance of supply chain management has grown significantly.



To further explain the distribution of material topics in the matrix, the Company also discloses the assessment results of positive and negative impacts for each material topic as supplementary information for determining topic management priorities and risk control.

Positive and Negative Impact Analysis Results



The assessment results of positive and negative impacts show that most material topics received relatively high positive impact scores. However, certain topics also demonstrate characteristics of irreversibility and a relatively high likelihood of risk occurrence, indicating that their impact outcomes are highly dependent on the maturity of management systems and the quality of implementation. By consolidating the positive and negative impact assessment results for each material topic, the Company is able to understand the relative distribution of different topics in terms of potential positive benefits and negative risks. The relevant analysis results primarily serve as a reference basis for material topic management and subsequent action planning, and they help the Company gradually strengthen its responses to material topics under its existing governance structure.



Management Approach for Material Topics

▼ Direct Impact / Related △ Indirect Impact

Environmental Aspect (E)				
Material Topics		Sustainable Product Design and Circular Economy	Climate Change Risk and Opportunity Management	Site Selection and Development Management
Significance to Farglory		Green building concepts are introduced into projects. Through material selection and the research and development of new technologies, the Company reduces energy consumption and establishes stringent standards to reduce environmental impacts, thereby achieving the goal of sustainable operations.	Sound mitigation and adaptation strategies can reduce the direct or indirect impacts caused by climate change.	Land site selection and development planning are core operating activities and are also the most critical stages in terms of environmental and social impacts. By bringing sustainability management forward to the source of development, and through systematic risk identification and impact assessment mechanisms, the Company strengthens project quality and stakeholder trust, thereby enhancing long-term corporate competitiveness and operational resilience.
Policies and Commitments		The Company integrates the circular economy into its operating activities and introduces concepts such as waste reduction, resource circulation, and recycled material procurement across the four major stages of the building and construction lifecycle: design, construction, use, and demolition.	In accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB), the Company discloses the management status of Farglory Land Development's key climate risks and opportunities under the four pillars of governance, strategy, risk management, and metrics and targets.	Going forward, the Company will continue to strengthen its ability to identify and manage nature-related risks. In 2026, it plans to introduce the TNFD (Taskforce on Nature-Related Financial Disclosures) framework and establish processes for identifying, assessing, and disclosing nature-related risks and opportunities. The Company will gradually incorporate natural capital and biodiversity issues into corporate governance and investment decision-making considerations to enhance corporate sustainability resilience and information transparency.
Impact Boundary	Upstream Procurement	▼		▼
	Farglory Operations	▼		▼
	Customer Use	▼	▼	▼
Action Plans	Positive Impact Management	At each stage of the building and construction lifecycle, the Company applies the principles of waste reduction, resource circulation, and recycled material procurement to reduce raw material use and waste generation, thereby reducing environmental impacts.	- The Company promotes climate risk and opportunity assessments and greenhouse gas inventories (ISO 14064-1). - Heat insulation film has been installed on each workplace floor, and automatic lighting time control facilities have been introduced.	- The Company gives priority to locations with well-developed public facilities and transportation conditions to promote the sound development of urban functions. - The Company plans green building design, energy conservation and carbon reduction measures, and the allocation of open spaces to enhance residential quality and environmental friendliness. - The Company strengthens communication mechanisms with local communities to respond to local needs and to promote shared prosperity with communities.
	Negative Impact Management	If circular economy concepts are not properly incorporated into building and construction activities, raw material use and waste generation may increase, resulting in environmental impacts and affecting the Company's image.	Failure to manage climate change issues may result in damage to operating locations, delays in raw material supply schedules affecting delivery timelines, and delays in construction schedules by construction contractors, leading to deferred revenue and increased interest costs. Failure to effectively manage greenhouse gas reduction targets may not only require higher operating costs to comply with government emission quota requirements, but it may also continue to generate adverse environmental impacts.	If ecological sensitivity, land use restrictions, and the carrying capacity of surrounding transportation and public facilities are not carefully assessed at the early stages of site selection and development, environmental damage, community conflict, regulatory disputes, or project delays may occur, thereby increasing operating costs and affecting the Company's reputation.
Management Targets (Short-, Medium-, and Long-Term)		Please refer to the Sustainability Blueprint on P.25	Please refer to the Sustainability Blueprint on P.23	Please refer to the Sustainability Blueprint on P.24
Effectiveness Assessment (Annual Performance and Target Achievement Status)		Please refer to the Sustainability Blueprint on P.25	Please refer to the Sustainability Blueprint on P.23	Please refer to the Sustainability Blueprint on P.24
GRI Standards		302-4、302-5、305-5、301-1-3	201-2、302-1-4、305-1-5	101-1、101-4、101-5
Disclosure Section		2.1 Green Energy Buildings 3.3 Circular Economy	3.1.1 Climate Risk and Opportunity Management	3.2.2 Site Selection and Development Management and Biodiversity
Grievance Mechanism		- Responsible Unit: ESG Functional Task Force - Contact Email: ESG_fargloryland@farglory.com.tw		



Social Aspect (S)

Material Topics		Employee Health, Safety, and Well-Being Management	Talent Development and Capacity Building
Significance to Farglory		Farglory regards employee safety and health as a top priority. The Company implements comprehensive occupational safety and health management measures to create a healthy and safe workplace, thereby reducing the occupational accident rate and occupational safety risks.	Farglory assists employees in leveraging their strengths, realizing their potential, and continuing to improve, enabling them to achieve sustainable development together with the Company.
Policies and Commitments		In compliance with the "Human Rights Policy," the Company is committed to creating a healthy, safe, and friendly workplace environment.	Based on the Company's short-, medium-, and long-term development needs, and in alignment with the employees' professional growth needs, the Company provides diverse learning channels. With digitalized, "competency-oriented learning and development" as the main focus, the Company cultivates professional talent, enhances employees' professional capabilities, and promotes employees' acquisition of professional skills and certifications, thereby strengthening the skills and market competitiveness of both employees and the enterprise.
Impact Boundary	Upstream Procurement	▼	
	Farglory Operations	▼	△
	Customer Use		
Action Plans	Positive Impact Management	The Company promotes occupational safety-related education and training to enhance employees' occupational safety awareness and to reduce the likelihood of related risks occurring.	The Company has introduced a human resources development learning system. Through a systematic and modular approach, the system provides employees with comprehensive learning and development paths corresponding to different fields and job levels, thereby helping employees flexibly plan their future career development. Subsidiary Farglory Construction also implements monthly departmental education and training and joint construction site inspections to enhance employees' professional skills.
	Negative Impact Management	To mitigate the impact of occupational accidents on office premises, the Company implements multiple preventive actions, including musculoskeletal disorder surveys and overwork assessment surveys. In accordance with workplace environmental monitoring reports, the Company also conducts quarterly compliance testing of drinking water dispenser water quality, carbon dioxide levels, and other items to ensure process quality and to continuously improve occupational safety and health management operations.	In response to the continuous emergence of new technologies, labor shortages, and an increasingly challenging industry environment, and to respond to stakeholder expectations, the Company continues to enhance employees' diverse professional knowledge and skills. The Company also continues to provide all employees with diverse learning resources and opportunities, such as cross-disciplinary training for each unit and tool-based courses to improve work efficiency, with the aim of enabling employees to leverage their strengths, continue to improve, reshape sustainable talent development, and retain talent within the organization.
Management Targets (Short-, Medium-, and Long-Term)		Please refer to the Sustainability Blueprint on P.22	Please refer to the Sustainability Blueprint on P.21
Effectiveness Assessment (Annual Performance and Target Achievement Status)		Please refer to the Sustainability Blueprint on P.22	Please refer to the Sustainability Blueprint on P.21
GRI Standards		403-1~10	201-3、401-1~3、403-3、403-6、404-1~3、405-1~2、406-1、408-1、409-1
Disclosure Section		5.4 Creating a Healthy and Safe Workplace	5.1 Human Resources Policy 5.2 Talent Development 5.3 Compensation System and Diverse Benefits
Grievance Mechanism		- Responsible Units: Human Resources Department and Farglory Construction Occupational Safety Management Section - Hotline: 02-27239999 (ext. 2260) - Employee Grievance Mailbox: Land-Appeal@farglory.com.tw	- Responsible Units: Human Resources Department, Employee Welfare Committee, Labor-Management Meetings, and Farglory Construction Administrative Management Office - Contact Methods: Labor-management meetings, consolidation of employee opinions by welfare committee representatives, and new employee questionnaires - Employee Grievance Mailbox: Land-Appeal@farglory.com.tw



Governance Aspect (G)				
Material Topics		Operational Resilience and Financial Soundness	Digital Governance and Information Security	Sustainable Supply Chain Management
Significance to Farglory		By strengthening its financial structure and cost control, the Company continues to steadily drive the enhancement of economic value and to return such value to stakeholders, thereby achieving its goal of sustainable operations.	The Company ensures the security and stability of corporate data, customer information, and operating systems, reduces information security risks, and enhances operational efficiency and customer trust. Farglory also strengthens its data integration and analysis capabilities by introducing digital management tools and information systems, thereby improving governance efficiency and supporting management decision-making. At the same time, the Company implements information security management and regulatory compliance, and it continues to strengthen corporate governance capabilities and sustainable competitiveness.	The supply chain is an important part of Farglory's operations. By promoting sustainable supply chain management, the Company can reduce supply chain risks, improve supplier management efficiency, and encourage suppliers to continuously improve in environmental protection, labor and human rights, and corporate governance, thereby jointly building a responsible and sustainable industry ecosystem.
Policies and Commitments		- Enhance operational efficiency - Pass on successful models and fine-tune the profit formula - Promote brand transformation and create renewed growth in demand	Establish a comprehensive information security management system to ensure the security and stability of corporate data and information systems. At the same time, the Company continues to introduce digital tools and management mechanisms to strengthen data management and decision-making efficiency. Through information security education and training, risk management, and continuous improvement mechanisms, the Company enhances its overall information security protection capabilities.	Establish a supply chain management system and, through supplier selection, management, and evaluation mechanisms, incorporate environmental protection, labor and human rights, and business ethics into supplier cooperation considerations. The Company also encourages suppliers to implement sustainability management and to jointly enhance the sustainable development capabilities of the supply chain.
Impact Boundary	Upstream Procurement		V	V
	Farglory Operations	V	V	V
	Customer Use		V	
Action Plans	Positive Impact Management	The Company convenes an annual vision and target meeting each year to review operating performance results for the year. In accordance with its operating strategies, the Company also sets performance indicators for each unit for the following year and proposes specific plans to increase revenue and profitability. Through land development, product design positioning, quality control, and cost control, the Company maintains sound operating results and returns financial performance outcomes to shareholders and society.	Through the establishment of a comprehensive information security management system and a digital governance mechanism, the Company continues to strengthen system protection, data management, and employees' information security awareness. It also introduces digital tools to improve management efficiency and decision-making quality, thereby ensuring information security and operational stability.	The Company has established supplier management and selection systems and incorporates ESG principles into supplier evaluation and contractual terms, thereby encouraging suppliers to implement environmental protection and labor and human rights practices. Through regular supplier evaluations and performance tracking mechanisms, the Company continues to enhance the overall sustainability management capabilities of its supply chain.
	Negative Impact Management	Rising interest rates and inflation may increase the Company's operating costs and affect its profit or loss. Accordingly, the Company monitors at all times the volume of projects launched in regions where construction costs account for a relatively high proportion, and it accelerates the research and development of alternative construction methods and building materials that reduce costs and working hours. The Finance Office also closely monitors interest rate movements at all times, negotiates with partner financial institutions for lower borrowing rates, or adopts direct financing strategies to reduce borrowing rates, thereby saving financing costs.	The Company regularly conducts information security risk assessments, system vulnerability testing, and information security education and training, and it has established an information security incident reporting and response mechanism to reduce the risk of information security incidents and to ensure the security of information systems and data.	The Company regularly reviews supplier operational risks. If a supplier is found to be non-compliant with relevant requirements, the Company will require the supplier to propose an improvement plan and will track its status. Where necessary, the Company will adjust the cooperative relationship to reduce supply chain risks.



Governance Aspect (G)

Material Topics		Operational Resilience and Financial Soundness	Digital Governance and Information Security	Sustainable Supply Chain Management
Management Targets	Short-Term (2026)	- Control project launch schedules: launch 7 sales projects as scheduled. - Control building permit schedules: obtain building permits for 4 projects as scheduled. - Control occupancy permit schedules: obtain occupancy permits for 8 projects as scheduled.	Please refer to the Sustainability Blueprint on P.26	Please refer to the Sustainability Blueprint on P.27
	Medium-Term (2030)	- Enhance the Company's capability in large-scale projects and continue to recognize revenue across multiple years - Adjust selling prices in a timely manner in response to construction costs and strictly maintain gross margin levels		
	Long-Term (2040)	Stabilize profitability and achieve gradual growth		
Effectiveness Assessment (Annual Performance and Target Achievement Status)		- Consolidated operating revenue for 2025 was NTD 31.1 billion. - Earnings per share for 2025 were NTD 7.45. - Return on equity for 2025 was 12%. - The dividend payout ratio for 2025 reached 73.8%, remaining stable and above the industry average.	Please refer to the Sustainability Blueprint on P.26	Please refer to the Sustainability Blueprint on P.27
GRI Standards		201-1、201-4	418-1	204-1、308-1-2、408-1、409-1、414-1-2
Disclosure Section		1.4 Financial Performance	1.3 Information Security Management 4.3 Deepening Customer Relationships	2.3.2 Toward a Sustainable Supply Chain
Grievance Mechanism		- Responsible Units: Finance Department and Accounting Department - Contact Methods: - Chief Financial Officer: B7125@farglory.com.tw - Chief Accounting Officer: B2147@farglory.com.tw	- Responsible Unit: ESG Functional Task Force - Contact Email: ESG_fargloryland@farglory.com.tw	



Product (P)

Material Topics		Customer Service Quality and Satisfaction	Product Quality and Safety Management
Significance to Farglory		Farglory Land Development strictly complies with laws and regulations related to marketing and product labeling, and it ensures sufficient communication to protect customers' rights and interests.	Ensuring construction quality can effectively reduce construction costs, prevent rework or construction delays, and enhance the Company's competitiveness.
Policies and Commitments		- The Company complies with all laws and regulations related to marketing, information transparency, and product transactions. - Through data analysis, the Company accurately responds to customer needs, implements the resolutions of "Quality Improvement Meetings" and its self-management quality assurance mechanism, and specifically upgrades and debugs product and service quality.	The Company strictly implements quality control measures to ensure that buildings comply with applicable regulations and standards for structural safety, fire prevention, earthquake resistance, environmental protection, and comfort. It also selects suitable suppliers based on supplier evaluation results to ensure building quality and safety.
Impact Boundary	Upstream Procurement		
	Farglory Operations	V	
	Customer Use	V	V
Action Plans	Positive Impact Management	The Company maintains smooth and effective product information communication channels with customers before, during, and after sales to enhance customer satisfaction and recognition.	By providing three major product warranties, namely 5 years for waterproofing, 5 years for floor and wall tiles, and 25 years for structural safety, the Company ensures stable product quality control, thereby improving customer satisfaction and enhancing the Company's industry reputation and business performance.
	Negative Impact Management	- Through satisfaction surveys, the Company collects customer opinions as a benchmark for continuous improvement. For items with lower satisfaction scores in the survey results, the Company conducts in-depth reviews and initiates improvement actions. - The Company strictly implements operating procedures in accordance with the Personal Data Protection Act to ensure the proper handling and security of customer privacy and personal data.	If product quality and supplier evaluations are not properly controlled, product safety risks and increased costs of improvement may arise, affecting the Company's reputation and financial position. By providing certificates guaranteeing that projects use steel reinforcement free of radioactive contamination and affidavits confirming that no sea sand has been used, the Company ensures the structural safety of the products.
Management Targets (Short-, Medium-, and Long-Term)		Please refer to the Sustainability Blueprint on P.20	Please refer to the Sustainability Blueprint on P.19
Effectiveness Assessment (Annual Performance and Target Achievement Status)		Please refer to the Sustainability Blueprint on P.20	Please refer to the Sustainability Blueprint on P.19
GRI Standards		416-1-2 、 417-1-3 、 418-1	416-1 、 416-2
Disclosure Section		1.1.3 Legal Compliance and Internal Audit 4.1 Customer Marketing Communications 4.2 Comprehensive After-Sales Service	2.3.1 Building Safe Structures
Grievance Mechanism		- Responsible Unit: Customer Service Center - Customer Service Hotline: 0800-033-666 - Contact Email: https://www.farglory-land.com.tw/contact	- Responsible Unit: ESG Functional Task Force - Contact Email: ESG_fargloryland@farglory.com.tw



Ch. 01

Corporate Governance and Management

- 1.1 Corporate Governance
- 1.2 Risk Management
- 1.3 Information Security Management
- 1.4 Financial Performance
- 1.5 Participation in External Organizations

Ch. 02

Leading International Construction Brand

Ch. 03

Sustainable Environment

Ch. 04

Customer Service

Ch. 05

Friendly Workplace and Happy Enterprise

Ch. 06

Giving Back to Society

Appendix



Section Highlights

Section		United Nations Sustainable Development Goals		Highlights and Achievements
1-1	Corporate Governance P.41		Promote the rule of law and ensure equal access to justice for all; develop effective, accountable, and inclusive institutions at all levels	The Company regularly conducts education and training on relevant laws and regulations each year to enhance all employees' awareness and implementation of regulatory compliance. In 2025, 5 education and training sessions were held.
1-2	Risk Management P.49		Strengthen the means of implementation and revitalize the global partnership for sustainable development	In 2025, the Company identified six major risk categories and a total of 24 sources of risk events. Among them, 7 very high-risk events had risk appetite scores exceeding 12 points. The implementation status of relevant risk management measures and response strategies was reported to the Board of Directors on December 30, 2025.
1-3	Information Security Management P.53		Promote the rule of law and ensure equal access to justice for all; develop effective, accountable, and inclusive institutions at all levels	- In 2025, the Company published 70 information security announcements on its EIP website and conducted 12 email-based social engineering drills. A total of 189 employees participated in the drills, achieving a coverage rate of 100%. - The Information Security Management System obtained ISO 27001 compliance certification.
1-4	Financial Performance P.58		Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.	In 2025, the dividend payout ratio was approximately 73.8%, and the Company maintained a dividend payout ratio of over 70% for 10 consecutive years.
1-5	External Organizations P.59		Strengthen the means of implementation and revitalize the global partnership for sustainable development	In 2025, the Company again joined the "TALENT, in Taiwan" Taiwan Talent Sustainability Action Alliance. Together with Commonwealth Learning, Cheers Magazine, the Talent Sustainability Channel, and more than 400 alliance partners, the Company will continue to advocate for talent sustainability, jointly create a project of hope for talent cultivation, and create a better future for every talent who chooses Farglory Land Development.



1.1 Corporate Governance GRI 2-9、2-10、2-11、2-15、2-17、2-18、2-19、2-20、2-26、2-27、205-2、205-3、206-1、405-1

1.1.1 Strengthening the Board's Supervisory Functions

To strengthen corporate governance and enhance the operational effectiveness and decision-making quality of the Board of Directors, the Company has established the "Rules of Procedure for Board of Directors Meetings" in accordance with the "Securities and Exchange Act," the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies," and other relevant laws and regulations, and it continues to optimize its board governance system.

Board Composition and Operations

The nomination and selection of the Company's Board members are conducted in accordance with the "Articles of Incorporation," the "Rules for Election of the Board of Directors," and the "Corporate Governance Best-Practice Principles," with emphasis placed on the professionalism, diversity, and independence of Board members. The current Board of Directors consists of 4 general directors and 3 independent directors. All members possess practical industry experience, experience in sustainable operations, or extensive academic backgrounds. In terms of age structure, 3 directors are over the age of 70, while 4 directors are under the age of 70, balancing experience succession with generational diversity. In promoting Board diversity, the Company has included gender diversity as an important indicator. Currently, the Board has 2 female directors, accounting for 29% of all directors. The Company continues to move toward the target of having female directors account for 40% of the Board to strengthen diverse perspectives in Board decision-making and enhance governance effectiveness.

In 2025, Farglory Land Development convened a total of 14 Board meetings, with an average actual attendance rate of 82.7%. The Board reviewed and supervised major issues, including the Company's key operating strategies, risk management, sustainable development, and ethical management. Material resolutions were promptly announced on the Market Observation Post System and the Company's website to enhance information transparency and the quality of stakeholder communication. For information on the Company's directors, Board meeting agenda items, resolution results, and subsequent handling status, please refer to [the Company's annual report](#).



Rules of Procedure
for Board of Directors
Meetings

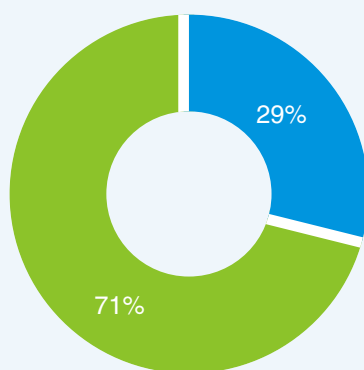


Rules for Election
of the Board of
Directors



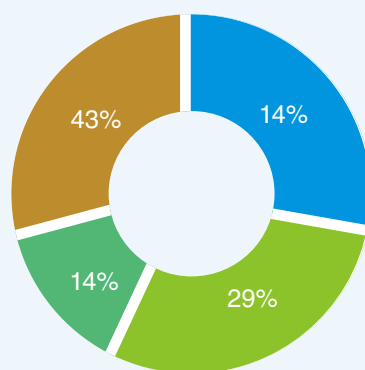
Corporate Governance
Best-Practice Principles

Gender of Directors



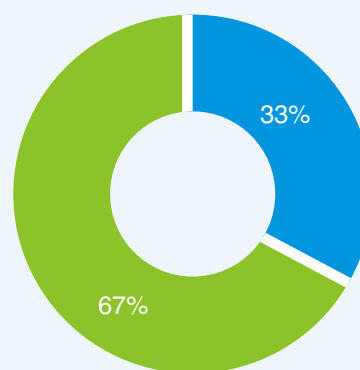
■ Female ■ Male

Age of Directors



■ Under 50 ■ 51-60
■ 61-70 ■ 71 above

Tenure of Independent Directors



■ 9 years or more ■ Less than 9 years

Professional Competencies of Directors





To strengthen the operational effectiveness of the Board of Directors, the Company has established the "Audit Committee" and the "Remuneration Committee" under the Board in accordance with their respective authority. These committees are responsible for formulating, reviewing, and promoting relevant policies and systems, and for assisting the Board in fulfilling its supervisory duties. They also report regularly to the Board on implementation status and resolutions. In addition, the Company newly established the "Sustainable Development Committee" in 2025 as the dedicated unit responsible for sustainability-related issues. The Committee is responsible for overseeing the direction of sustainability strategies and major decisions, as well as supervising overall sustainability performance, thereby strengthening the Company's sustainability governance structure.

Audit Committee

- The Company established the "Audit Committee Charter" on March 20, 2015, and established the "Audit Committee" on June 9 of the same year to replace the former supervisor system. The Committee is composed of the 3 independent directors of the Board, and one member is elected by and from among all committee members to serve as the convener and chair of the meetings.
- The Committee convenes at least one meeting each quarter. Its main review matters include:
 - (1) Company financial statements
 - (2) Company audit and accounting policies and procedures
 - (3) Company internal control system
 - (4) Material asset or derivative transactions
 - (5) Offering or issuance of securities
 - (6) Appointment, dismissal, or remuneration of attesting CPAs
 - (7) Appointment or dismissal of the heads of finance, accounting, or internal audit
- In 2025, a total of 14 meetings were convened, with an average actual attendance rate of 100% among committee members.
- The head of internal audit and the attesting CPAs communicate separately with the Audit Committee on a regular basis regarding audit reports, the audit or review results of quarterly financial statements, and other matters required by laws and regulations. In the event of any exceptional circumstances, such matters are promptly reported. There were no exceptional circumstances in 2025, and communication was conducted smoothly.



Audit Committee
Charter



Independent
Communication
Between Independent
Directors and the
Internal Audit Executive
and CPAs in 2025

Remuneration Committee

- The Company established the "Remuneration Committee Charter" on October 20, 2011, and established the "Remuneration Committee" on December 28 of the same year. The Committee is composed of the Chairman, the President, and 1 independent director appointed by the Board of Directors, and one member is elected by and from among all committee members to serve as the convener and chair of the meetings.
- The Committee convenes at least two meetings each year. Its main review matters include:
 - (1) Formulating and regularly reviewing the policies, systems, standards, and structure for the performance evaluation and remuneration of directors and managerial officers.
 - (2) Regularly evaluating and determining the remuneration of directors and managerial officers.
- In 2025, a total of 4 meetings were convened, with an average actual attendance rate of 100% among committee members.



Remuneration
Committee Charter



Sustainable Development Committee

- The Company established the "Sustainable Development Committee Charter" on June 23, 2025, and established the "Sustainable Development Committee" on the same date. The Committee is composed of the Chairman, the President, and 1 independent director appointed by the Board of Directors, and all committee members elect one member to serve as the convener and meeting chair. The Committee has also designated the highest-ranking executive of the Development Planning Department to serve concurrently as the Chief Sustainability Officer and has established the "Sustainability Strategy Development Office" as the unit responsible for promoting and implementing sustainability-related work.
- The Committee convenes at least one meeting each year. Its main review matters include:
 - (1) Formulating, promoting, and strengthening the Company's sustainable development policies, annual plans, and strategies.
 - (2) Reviewing and tracking the implementation status and effectiveness of sustainable development.
 - (3) Reviewing the sustainability report and supervising sustainability information disclosure matters.
- In 2025, a total of 2 meetings were convened, with an average actual attendance rate of 100% among committee members.



Sustainable
Development
Committee Charter





Directors' Continuing Education Status

In response to trends and the latest requirements in corporate governance, risk management, and sustainable development, the Company provides Board members with diverse continuing education courses offered by external institutions to strengthen the competencies required to perform their duties and ensure they remain up to date with the latest developments. In 2025, the directors of Farglory Land Development continued to undertake continuing education in accordance with the hours required under the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies." The 7 Board members completed a total of **39 hours** of continuing education. For details of their continuing education status, please refer to [page 31 of the Company's annual report](#).

Board Performance Evaluation

To implement corporate governance and enhance Board functions, the Company established the "Rules and Procedures for Board Performance Evaluation" on May 8, 2019, and the rules were approved by the Board of Directors. The Rules require that an internal Board performance evaluation be conducted at least once each year. Since 2019, self-evaluation questionnaires have been distributed each December. The meeting affairs unit collects the materials, records the evaluation results, and submits them to the Board of Directors before the end of the first quarter of the following year as a basis for review and improvement. The 2025 performance evaluation results for the Board of Directors and functional committees showed that overall operations were sound and complied with the relevant provisions of the Corporate Governance Best-Practice Principles.

Board Performance Evaluation	Board Member Self-Evaluation	Functional Committee Performance Evaluation
- Degree of participation in the Company's operations - Enhancement of Board decision-making quality - Board composition and structure - Selection and continuing education of directors - Internal control	- Understanding of the Company's objectives and missions - Understanding of directors' responsibilities - Degree of participation in the Company's operations - Internal relationship management and communication - Professional competence and continuing education of directors - Internal control	- Degree of participation in the Company's operations - Understanding of functional committee responsibilities - Enhancement of functional committee decision-making quality - Composition of functional committees and selection of members - Internal control

Remuneration Policy for Directors and Senior Managerial Officers

The policies, systems, standards, and structure for the performance evaluation and remuneration of directors and managerial officers are formulated by the Remuneration Committee and submitted to the Board of Directors for approval. The Committee includes independent directors to provide external remuneration advice, and it convenes at least 2 meetings each year to review and ensure the competitiveness and reasonableness of remuneration.

1. Policies, Standards, and Composition of Remuneration Payments

Item	Policy and Standard	Description
Directors' remuneration	Handled in accordance with the Company's "Operating Guidelines for the Payment of Directors' Remuneration and Compensation"	Includes directors' remuneration, business execution expenses, and directors' compensation.
President and Vice Presidents	Determined in accordance with the Company's employee salary and bonus payment standards	Includes salary and bonuses (employee compensation and year-end bonuses).

2. Remuneration Determination Procedures:

Target	Item	Basis for Determination	Approval Mechanism
Director	Directors' remuneration	Article 21 of the Articles of Incorporation: "Remuneration shall be paid with reference to industry standards based on each director's degree of participation in the Company's operations and the value of their contribution."	Formulated by the Remuneration Committee and approved by the Board of Directors.
	Business execution expenses	Determined with reference to the standards of listed companies or industry peers, including transportation allowances and attendance fees.	
	Directors' compensation	Article 26 of the Articles of Incorporation: "If the Company records a profit for the year, it shall allocate no less than 1% as employee compensation and no more than 2% as directors' compensation."	
President and Vice Presidents	Salary	Based on annual operating targets, KPIs are established by position, covering indicators such as sales performance, revenue, after-tax EPS, and ROE, as well as evaluations of professional and managerial competencies.	
	Compensation	Article 26 of the Articles of Incorporation: "If the Company records a profit for the year, it shall allocate no less than 1% as employee compensation and no more than 2% as directors' compensation."	
	Year-end bonus	The payment amount is determined by annual operating performance and KPIs, as well as evaluations of professional and managerial competencies.	



Linkage between Remuneration of Directors and Senior Managerial Officers and ESG Performance

To strengthen sustainability governance and implement ESG strategic targets, the Company has incorporated ESG-related performance indicators into the performance evaluation and variable remuneration mechanism for senior managerial officers (i.e., the highest-ranking executives of each department) and deputy managers. Differentiated key performance indicators (KPIs) and weightings are set based on the nature of each position and serve as an important basis for annual performance evaluation and incentive payments. By incorporating indicators covering the environmental (E), social (S), and corporate governance (G) dimensions into the performance management system, the Company ensures that sustainable development targets are effectively cascaded to the management level of each department and closely integrated with day-to-day operational decision-making.

ESG Aspect	KPI	Applicable Targets	KPI Weight Range (Approx.)	Description
Environmental (E)	Sustainability project achievement rate	Department heads and deputy heads (Sustainability Strategy Development Office)	20%-40%	Directly reflects the implementation results of sustainability strategies
	Sustainability report awards	Department heads and deputy heads (Sustainability Strategy Development Office, Accounting Department, etc.)	10%-15%	Strengthens external disclosure and sustainability performance
Social (S)	Customer satisfaction (handover/repair)	Department heads and deputy heads (Customer Service Center, Business Department)	10%-15%	Links service quality with customer experience
	Customer complaint rate	Department heads and deputy heads (Operations Supervisor, Customer Service Center, Management Division)	10%-20%	Quality management and improvement mechanism
	Handover satisfaction	Department heads and deputy heads (Design Department, Business Department, etc.)	10%-15%	Product and delivery quality
	Employee retention rate	Department heads and deputy heads (Human Resources Department)	10%-10%	Talent stability and organizational development
Corporate Governance (G)	ESG evaluation score	Department heads and deputy heads (Sustainability Strategy Development Office, Corporate Governance Officer)	10%-10%	External governance performance assessment
	Earnings per share (EPS)	Department heads and deputy heads (Operations Supervisor, all units)	10%-25%	Core indicator of operating performance
	Return on equity (ROE)	Heads and deputy heads of all departments (primarily the Operations Supervisor, Finance Department and Accounting Department)	10%-30%	Capital utilization efficiency
	Operating revenue	Department heads and deputy heads (Operations Supervisor, operating units)	10%-20%	Operating results
	Sales performance	Department heads and deputy heads (Operations Supervisor, all units)	20%-35%	Core focus of business performance
	Gross profit margin	Department heads and deputy heads (Operations Supervisor, Business Department, Design Department)	10%-15%	Profitability quality



1.1.2 Ethical Corporate Management and Whistleblowing Mechanism

GRI 2-26、2-27、205-2、205-3、206-1

Farglory Land Development upholds the principles of fairness, honesty, and transparency in promoting ethical corporate management. The Company has established the "Ethical Corporate Management Best-Practice Principles" and the "Code of Ethical Conduct." Management leads by example in implementing these principles, and all employees are required to comply with them through education and training. In addition, the Company works with suppliers to promote shared prosperity across the industry, and it has established the "Operating Guidelines for the Management of Gift Giving and Receiving" to regulate gift giving and receiving in business dealings. **In 2025, Farglory Land Development was not subject to any penalties imposed by competent authorities for violations of laws or regulations relating to corruption, anticompetitive practices, antitrust, or monopolistic conduct.**

To strengthen the internal handling of material information, the Company established and amended the "Procedures for Handling Material Inside Information" in 2022. The Procedures have been published on the Company's EIP website and official website to prevent insider trading and protect the Company's interests. The Company also conducts education and training on the prevention of insider trading and ethical corporate management at least once each year for directors, managerial officers, and employees, and it provides relevant awareness briefings to new employees as appropriate.

Date	Content of Awareness Briefing / Training	Target Participants	Delivery Method
January 16 April 2 July 4 October 14	Communicated to insiders the common types of violations of the Securities and Exchange Act involving changes in insiders' shareholdings, and urged them to comply with applicable reporting requirements to avoid penalties.	7 directors 14 insiders	Email
February 8 April 25 July 25 October 23	Reminded insiders that they are prohibited from trading the Company's shares during the blackout periods of 30 days before the announcement of the annual financial report and 15 days before the announcement of each quarterly financial report.	7 directors 14 insiders	Email
April 10	1. Ethical Corporate Management Best-Practice Principles, operating procedures, and guidelines for conduct 2. Introduction to the prohibition of insider trading and short-swing trading	All employees	In-person and online courses (2 hours)
March 13	1. Analysis of short-swing trading regulations 2. Insider trading supervision and common practical issues 3. Internal control, prevention of insider trading, and common deficiencies	3 directors 14 insiders	Email



Farglory Land Development's "Ethical Corporate Management Best-Practice Principles"



Farglory Land Development's "Code of Ethical Conduct"



Implementation Status of Ethical Corporate Management in 2025

Management of Conflicts of Interest

The Chairman of the Company does not concurrently serve as the President, and the division of authority and responsibilities is clearly defined. Farglory Land Development has expressly set out recusal requirements for conflicts of interest in the "Rules of Procedure for Board of Directors Meetings" and relevant organizational charters. If a director has an interest in a matter under discussion, that director shall explain the relevant circumstances, shall recuse himself or herself from the discussion and voting, and shall not exercise voting rights on behalf of another director. The relevant details shall also be recorded in the meeting minutes. For the implementation status of directors' recusal from proposals involving conflicts of interest (including positions held on other boards of directors, cross-shareholdings with suppliers or other stakeholders, the existence of controlling shareholders and their relationships with stakeholder groups, transactions, and outstanding balances), please refer to [page 18 of the annual report](#).

Reporting Procedures for Violations of Ethical Conduct

The Company places great importance on the practical implementation of ethical corporate management. To promote the sound development of ethical management principles and proactively prevent unethical conduct, the Company has established the "Reporting Measures for Breaching of Ethical Conduct." The measures provide employees, customers, and suppliers with a formal reporting mechanism to report fraud, illegal acts, and incidents that violate the Company's Ethical Corporate Management Best-Practice Principles. The Company has also established a strict confidentiality mechanism for whistleblowers and reward measures for substantiated reports, with the aim of achieving a mutually beneficial outcome for both the whistleblowers and the Company.

The Company's reporting channels are as follows:
Reporting Unit: Head of the Auditing Department
Reporting Email: audit-land@farglory.com.tw
Reporting Hotline: (02) 27239999 ext. 2100



Percentage of Internal Personnel Informed of Anti-Corruption Policies and Procedures

Year	2023			2024			2025		
Employee Category	Number of Employees Informed	Total Employees in Category	Communication Rate (%)	Number of Employees Informed	Total Employees in Category	Communication Rate (%)	Number of Employees Informed	Total Employees in Category	Communication Rate (%)
Managerial employees	44	44	100	47	47	100	54	54	100
Non-managerial employees	120	120	100	123	123	100	135	135	100
Total	164	164	100	170	170	100	189	189	100

Note: Communication methods for anti-corruption policies and procedures include in-person and online courses, new employee orientation, emails, the Company intranet, and bulletin boards.

Anti-Corruption Education and Training Status

Course Title	2023		2024		2025	
	Training Hours	Training Participants	Training Hours	Training Participants	Training Hours	Training Participants
Education and Training on the Ethical Corporate Management Best Practice Principles	0.5	148	0.5	155	1	145
Education and Training on the Prohibition of Insider Trading	0.5	148	1	155	1	145
Anti-Money Laundering Education and Training	0.5	151	1	160	1	157
Total	1.5	447	2.5	470	3	447

Note: Training hours are measured in hours (hr).



1.1.3 Legal Compliance and Internal Audit

GRI 2-27、416-2、417-2、417-3
SASB IF-HB-160a.3

Legal Compliance

The Company has established the "Compliance and Legal Division," which is responsible for establishing the legal compliance framework, including regulatory tracking, the development of contract templates, legal risk control, and legal compliance education and training. The Division also regularly notifies relevant units of the latest regulatory developments to ensure that business operations and internal regulations comply with applicable laws and regulations, reduce litigation risks, and assess the impact of policy and regulatory changes on the Company.

- Corporate Governance and Finance: Company Act, Securities and Exchange Act, and related laws and regulations
- Information and Privacy Protection: Trade Secrets Act, Personal Data Protection Act, and related laws and regulations
- Human Resources Policies and Management: Labor Standards Act, Occupational Safety and Health Act, Gender Equality in Employment Act, Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace, and related laws and regulations
- Business Operations and Marketing: Civil Code, Fair Trade Act, Consumer Protection Act, Condominium Administration Act, Equalization of Land Rights Act, Building Technical Regulations, Land Act, Trademark Act, Copyright Act, Climate Change Response Act, and related laws and regulations

The Company reviews the operating rules and procedures of each department and office each month and completes the legal compliance confirmation within the scheduled timeframe.
In 2025, **95** compliance review instances were completed.

For changes in major laws and regulations, the Company analyzes key points and assists relevant departments and offices in formulating and updating operating management rules to ensure that corresponding measures are completed in a timely manner for the Company's operations.
In 2025, **83** cases were completed.

The Company regularly conducts legal compliance education and awareness activities each year. In 2025, **5 education and training sessions** were held. The Company also analyzed penalty cases involving listed companies or industry peers to assist departments in reviewing their operations and avoiding similar incidents. In 2025, **66 case studies** were communicated.

Regulatory Inventory

Regulatory Tracking

Identification
Regulatory

Compliance Review

Formulation and
Update of RulesEducation, Training, and
Awareness

Year	Company	Non-Compliance Case	Penalty Amount	Cause	Corrective Measures
2025	Farglory Construction	13 violations of the Occupational Safety and Health Act	NTD 1.44 million	Workplace safety and health-related issues.	1. Strengthened occupational safety inspections at project sites, education and training for occupational safety personnel, and the communication of standard operating procedures. 2. Included subcontractors in education and training to enhance occupational safety awareness among on-site personnel.
2024	Farglory Land Development	1 violation of the Air Pollution Control Act	NTD 100,000	(e.g., construction workers failing to wear safety helmets, and work platforms on scaffolding at a height of 2 meters not being equipped with guardrails, safety nets, and other facilities).	1. Strengthened environmental protection and cleaning awareness training for subcontractors. 2. Established a daily inspection mechanism to record improvement progress and track the implementation status.
	Farglory Construction	1 violation of the Noise Control Act	NTD 180,000	Dust-proof sheets, dust-proof nets, chemical stabilizers, and other measures were not applied as required. Vehicles leaving the site were not cleaned, including the vehicle bodies and tires, resulting in mud adhering to the road surface or extending color differences.	Upon receipt of the non-compliance notice, corrective actions were promptly implemented. The Company also strengthened oversight to ensure that on-site personnel are familiar with applicable laws and regulations, environmental impacts, and contractual requirements to prevent recurrence.
	Farglory Construction	18 violations of the Occupational Safety and Health Act	NTD 2.28 million	Non-compliance with the daytime noise control standards for construction projects in a Class 2 noise control zone (67 dB).	1. Strengthened occupational safety inspections at project sites, education and training for occupational safety personnel, and the communication of standard operating procedures. 2. Included subcontractors in education and training to enhance occupational safety awareness among on-site personnel.
	Farglory Construction	1 violation of the Employment Service Act	NTD 300,000	Workplace safety and health-related issues.	Strengthened communication with subcontractors to strictly prohibit the use of illegal foreign workers, and implemented the internal audit and inspection mechanism.

Note 1: The Company defines a material non-compliance case as an event involving a single penalty amount of NTD 100,000 or more.

Note 2: During the year, there were no payments made during the reporting period for fines related to material violations of laws and regulations from previous years.



Internal Audit

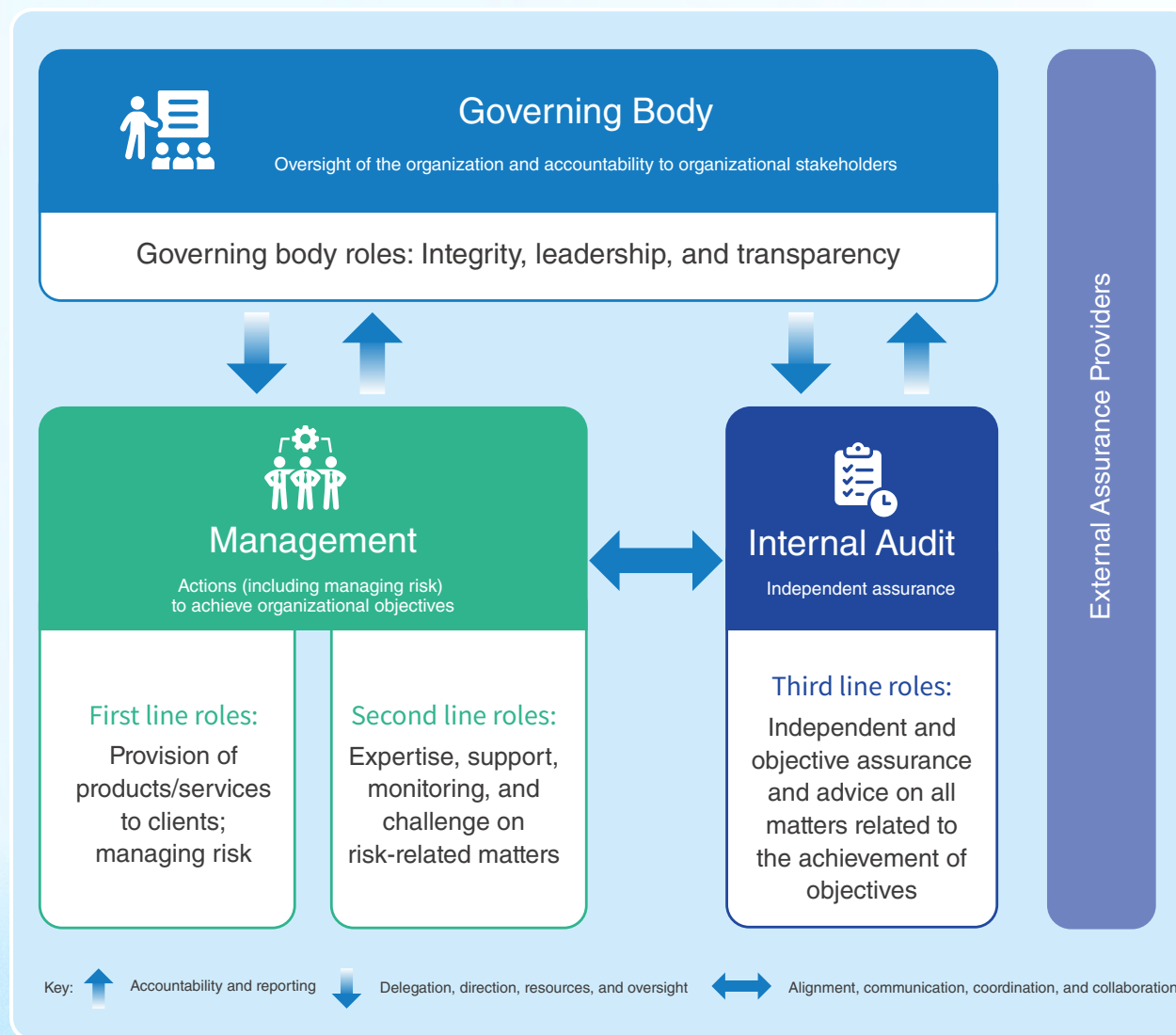
The Company has established its internal control system and internal audit implementation rules in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies." The Company also strengthens its internal control system based on the five components of COSO and fulfills the respective responsibilities under the Three Lines Model. The first line consists of self-inspections of internal controls conducted by frontline operating units; the second line consists of supervisory and management control activities performed by supporting and administrative units; and the third line consists of internal audit activities covering operating cycles and the effectiveness of risk management.

The internal control system is a management process designed by managerial officers, approved by the Board of Directors, and implemented by the Board of Directors, managerial officers, and other employees. Its purpose is to promote sound corporate operations and provide reasonable assurance regarding the achievement of the following objectives:

- I. Effectiveness and efficiency of operations.
- II. Reliability, timeliness, transparency, and compliance with applicable requirements in reporting.
- III. Compliance with applicable laws and regulations.

The purpose of internal audit activities is to assist the Board of Directors and managerial officers in identifying and reviewing deficiencies in the internal control system, evaluating the effectiveness and efficiency of operations, and providing timely recommendations for improvement. This ensures the continued effective implementation of the internal control system and serves as a basis for its review and revision. In addition, based on the results of risk assessments, the Company formulates annual audit plans covering operating activity cycles and management control activities, and it issues audit reports according to the planned schedule. Internal auditors shall maintain independence and objectivity, perform their duties faithfully and impartially, and exercise due professional care. They report audit activities to the Audit Committee on a regular basis, and the head of internal audit attends Board meetings to deliver reports.

In 2025, no material irregularities were identified in the execution of internal audit activities. The statement on the design and effectiveness of the internal control system has been disclosed on [page 67 of the 2025 annual report](#).



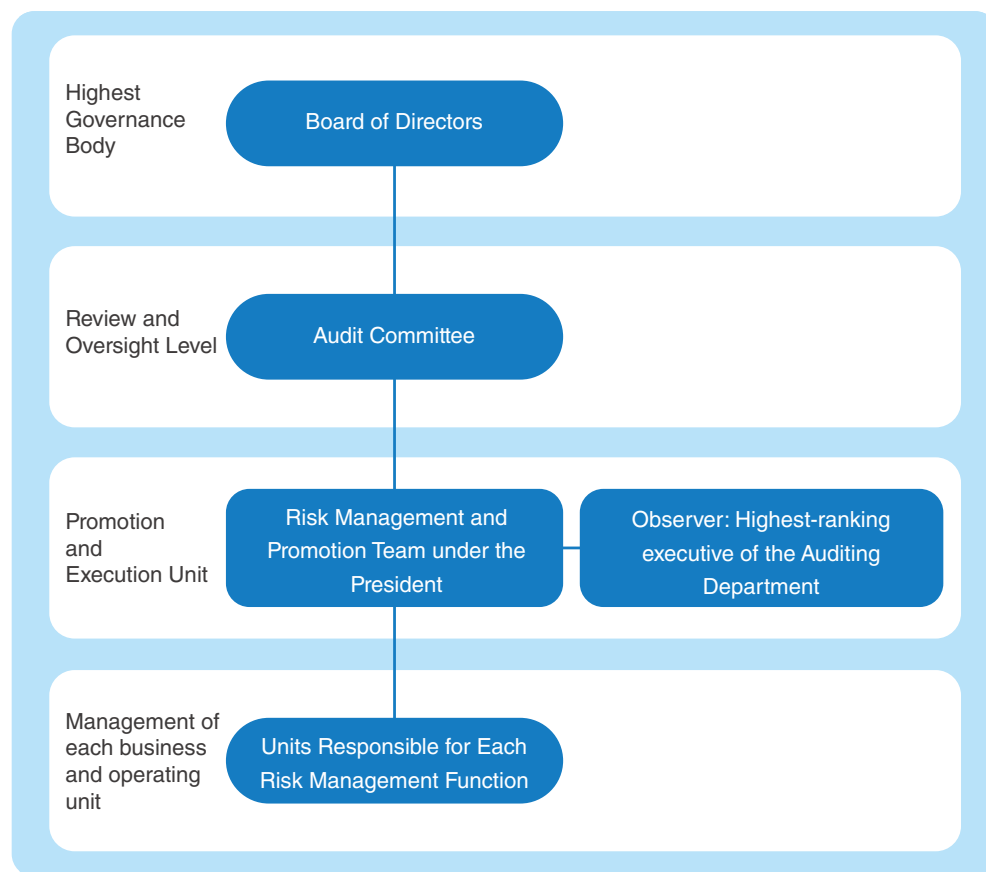


1.2 Risk Management

Risk Management Organizational Structure

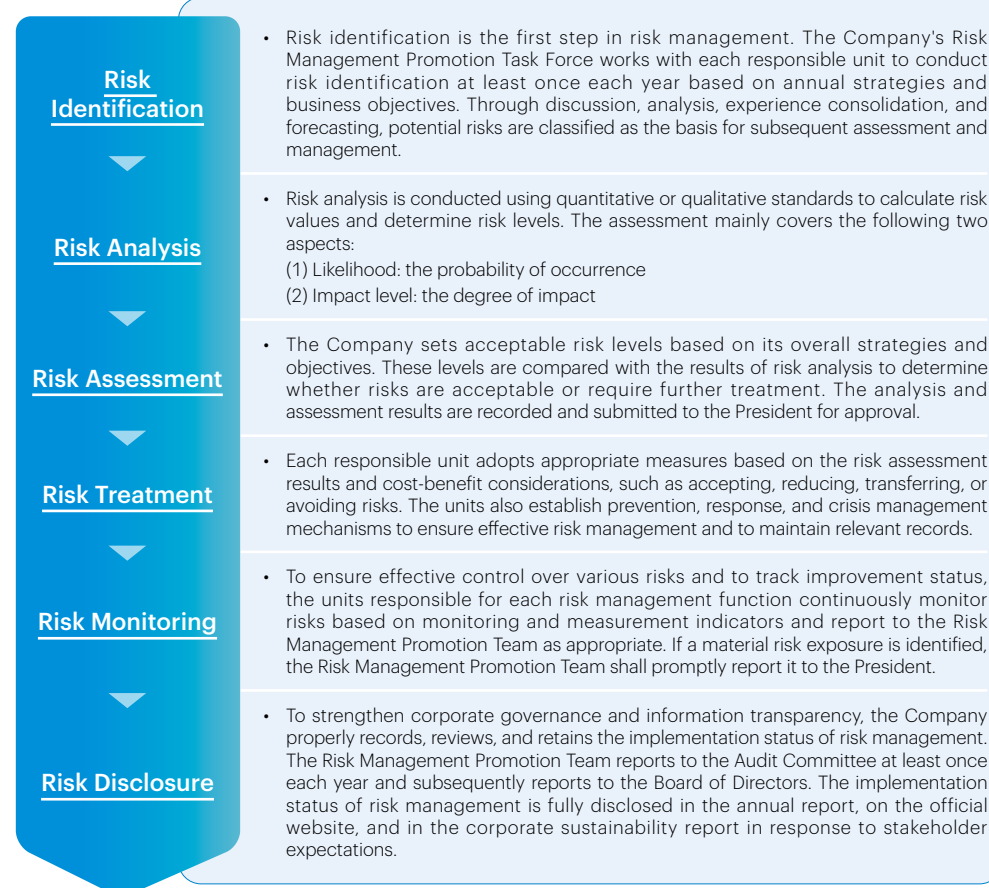
The Company is committed to controlling operational risks and strengthening corporate governance. Risk management is embedded in day-to-day operations to safeguard the rights and interests of shareholders and stakeholders and to achieve operating objectives. Since establishing its risk management framework and Risk Management Promotion Team in 2023, the Company has continued to optimize the rolling management of risk values. In 2025, the review and oversight level was adjusted to the Audit Committee to strengthen the spirit of corporate governance and enhance the Company's risk control.

Risk Management Organizational Structure



Risk Management Policies and Procedures

Based on the various categories of risks related to its operations, the Company has established a risk management mechanism covering risk identification, analysis, assessment, treatment, and monitoring, and it has set measurement standards to control risks within an acceptable range and prevent potential losses. By continuously monitoring internal and external issues, stakeholder needs and expectations, the development of risk management mechanisms adopted by domestic and international benchmark enterprises, and changes in the external environment, the Company ensures that risks are effectively managed in the process of achieving its strategies and objectives, thereby supporting corporate sustainable development.





Risk Management Scope and Response Strategies

The Company's Risk Management Promotion Team works with each responsible unit to identify risks. In 2025, a total of 24 sources of risk events were inventoried, covering six major categories: strategy (12 items), operations (6 items), market (1 item), compliance (4 items), finance (1 item), and other risks. Material environmental, social, and corporate governance (ESG)-related risks were also incorporated ([for climate risks, please refer to Section 3.1.1](#)).

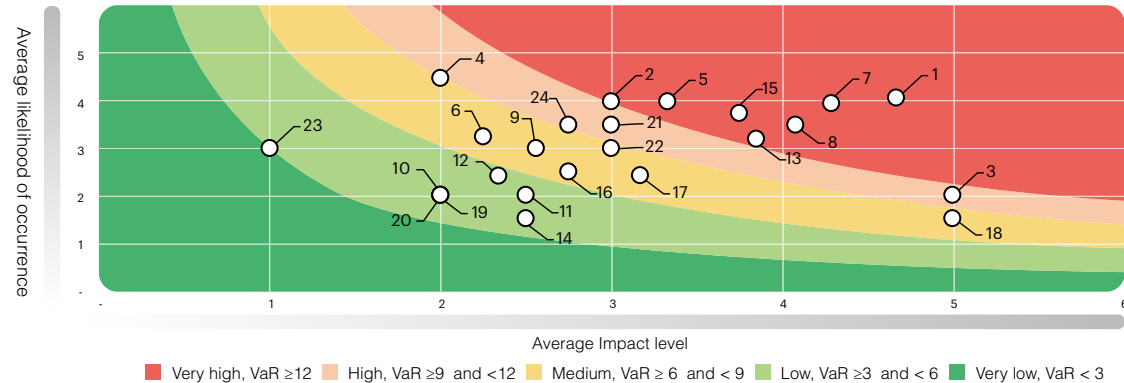
Based on the risk assessment results, the Company establishes acceptable risk levels and identifies risk items requiring priority treatment. A risk map is also prepared to strengthen the linkage to existing monitoring indicators, thereby facilitating timely monitoring of risk changes and the adoption of corresponding measures. Based on the analysis, 7 very high-risk events exceeded the risk appetite threshold of 12 points in 2025. These events have been listed as key improvement items for 2026, and the Company will continue to strengthen its monitoring mechanisms and review response strategies on a rolling basis. In addition, the Risk Management Promotion Team reported the annual implementation status of risk management to the Board of Directors on December 30, 2025.



Overview of Risk Sources

Risk Category	Risk Level				
	Very High	High	Medium	Low	Very low
Strategic Risk	5 items	2 items	2 items	3 items	0 items
Operational Risk	2 items	0 items	3 items	1 items	0 items
Market Risk	0 items	0 items	0 items	1 items	0 items
Compliance Risk	0 items	2 items	0 items	2 items	0 items
Financial Risk	0 items	1 items	0 items	0 items	0 items

Risk Map



Risk Events

Risk Category	Source of Risk Event
1	Land development risk – market insight
2	Land development risk – unclear land assessment and positioning
3	Land development risk – pre-project investigations failing to fully identify land conditions
4	Land development risk – mismatch between floor area ratio incentives under urban design review / preliminary review and project planning
5	Land development risk – high uncertainty in schedule and progress for urban renewal / joint construction projects
6	Land development risk – project launch and planning for township developments or long-term large-scale projects falling short of expectations
7	Land development risk – project conversion rate falling short of expectations
8	Reversal in the housing market cycle
9	Brand recognition – price-performance value and brand differentiation
10	Brand recognition – supplier management

Risk Category	Source of Risk Event
11	Brand recognition – customer relationship management
12	Workforce allocation unable to support the scale of operational growth
13	Costs and expenses / cost control
14	Schedule control for obtaining occupancy permits / building permits
15	End-to-end construction schedule control – supply chain resilience and supply chain disruption
16	Supplier quality control
17	Information security and personal data protection
18	Business interruption
19	Interest rate risk
20	Contract risk
21	Policy risk
22	Policy and regulatory risk – differences in practical implementation / interpretation of applicability
23	Risk of changes in policies and regulations
24	Fund management – falling below the safe minimum cash reserve level



The 7 very high-risk events that exceeded the risk appetite threshold of 12 points and their response strategies are detailed in the table below:

Risk Category	Source of Risk Event	Risk Level	Risk Scenario	Response Strategies
Strategic Risk	Land development risk – market insight	Very High	- Land development types and regions are insufficiently diverse. - Land inventory is insufficient to support the revenue plan for the next five years.	- Conduct a comprehensive ranking and analysis of each city and county based on indicators such as demographic structure, income levels, market supply and demand, and future regional development potential, and select projects or redevelopment zones with development potential for strategic planning. - Conduct an overall assessment of the characteristics of each redevelopment zone, taking into account factors such as development schedule, location conditions, future transportation infrastructure, industrial development, the scale of the redevelopment zone, and land use zoning. Land acquisition and product positioning are carefully planned to diversify regional and product risks, while maintaining stable land inventory capacity to support medium- and long-term operations and project launch needs.
	Land development risk – unclear land assessment and positioning		Positioning during the land assessment stage is not sufficiently clear, resulting in inconsistent understanding and differing views among units.	- Before a project is initiated, the Development Department convenes an integrated kick-off meeting to uniformly confirm the completeness and consistency of the information provided by each unit. At the same time, land assessment case information is recorded in the system to enhance information transparency and the efficiency of cross-departmental collaboration, ensuring clear case positioning and a clear development direction. - Continue to optimize the functions of the land development case reporting platform, promote broader platform adoption, and expand channels for case sourcing to improve the land case reporting rate and the efficiency of information collection.
	Land development risk – project conversion rate falling short of expectations		- The project intake assessment process cannot be improved or responsibilities are unclear. - Cases submitted for review are not sufficiently mature to proceed smoothly to project intake. - Price assessments are overly subjective or simplified, resulting in the mispricing of land or projects.	- Establish a cross-unit project team to continuously review the project intake process, coordinate cross-departmental input, and resolve execution conflicts through regular meetings and tracking mechanisms, thereby gradually optimizing operational processes and improving efficiency. - Establish project intake standards and screening mechanisms in the system. Through conditional management and automated screening, priority is given to identifying cases that meet the Company's development strategies and market needs, thereby improving case maturity and assessment consistency.
	Land development risk – high uncertainty in schedule and progress for urban renewal / joint construction projects		- Government review schedules for urban renewal projects are difficult to control, which may result in discrepancies between the actual development period and the planned timeline, affecting the year of revenue recognition. - Public urban renewal projects are expected to become a future trend for acquiring medium- and large-scale land in urban areas. If the Company has not established a sound mechanism for positive interaction and participation with public-sector entities, land sourcing will become more difficult, further increasing operational challenges. - The progress of urban renewal, joint construction, or integrated development projects falls short of expectations.	- The processes for urban design review and the transfer of development rights have been reset, necessitating the establishment of standardized review mechanisms. - Classify projects by their characteristics into general urban design review projects and special projects. By adjusting the project mix and allocation ratio, general projects are used as the main source of project launches, while special projects are allocated at a lower ratio, thereby improving overall development stability and schedule controllability. In addition, continue to maintain a certain proportion of projects that have already obtained building permits as project launch inventory. When the review progress of special projects is delayed, alternative projects can be launched immediately or a sales model with building permits can be adopted, thereby flexibly supplementing revenue sources, reducing the impact of schedule changes in individual projects on operating performance, and strengthening overall operational resilience and financial stability. - Establish a cross-unit project team to inventory potential opportunities, set phased targets for progressive implementation, and make flexible adjustments as needed. - Based on the circumstances of each project, consult with the Compliance and Legal Division to formulate clauses for payment control and exit mechanisms to protect the Company's interests and to limit losses.



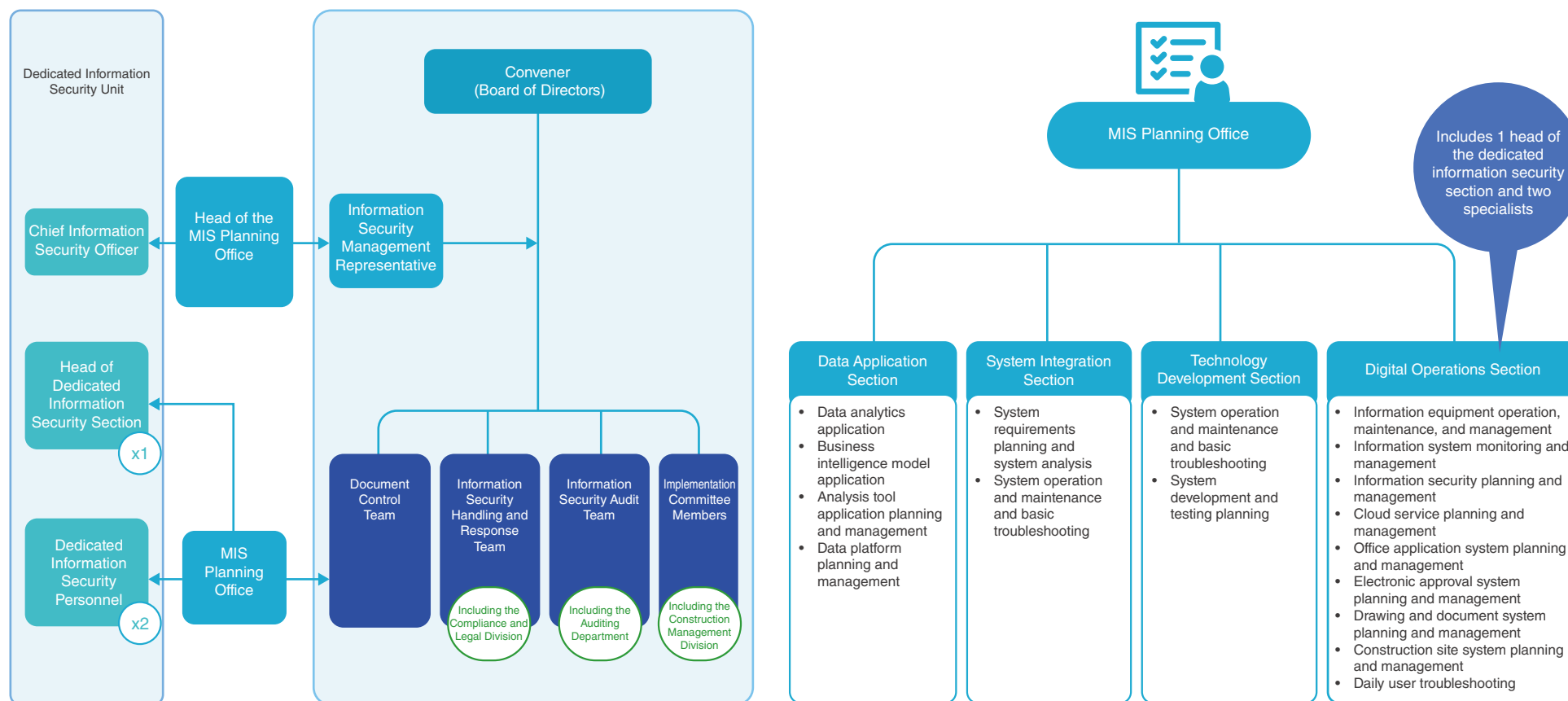
Risk Category	Source of Risk Event	Risk Level	Risk Scenario	Response Strategies
Strategic Risk	Reversal in the housing market cycle	Very High	1. Commodities, stocks, or other assets in major economies or regions may experience bubbles, or market demand may shift in response to economic conditions and demographic structures. 2. Inflation may increase raw material and labor costs, eroding gross margins. Together with labor shortages, this may make it difficult to effectively control construction quality. 3. Market conditions remain uncertain, extending the sales timeline for factory and office projects. 4. The absorption rate of factory and office projects and commercial office projects slows or falls short of expectations. 5. Interest rate hikes by governments in various countries affect the willingness to purchase.	1. Flexibly adjust product types and regional allocation for project intake based on the attributes of overall land and product inventory, regional development, and changes in market demand to diversify market risks. 2. Based on product attributes, retain certain floors or retail units as long-term rental assets, which may be converted for sale in the future, depending on market conditions, serving as a tool for revenue adjustment and asset revitalization. 3. Closely monitor market changes and industry trends, and flexibly adjust the launch schedules and sales strategies for new projects. 4. Continue to deepen cooperation with financial institutions to help customers improve loan acquisition efficiency and financial flexibility. 5. In response to market demand and customers' home purchase conditions, plan diverse sales packages, optimize payment terms, and increase visitor traffic and transaction rates through marketing activities, thereby strengthening product absorption capacity and overall operational resilience.
	End-to-end operational construction control – supply chain resilience and supply chain disruption		1. The platform may fail to attract a sufficiently diverse range of suppliers, increasing dependence on a small number of suppliers and reducing bargaining flexibility and the effectiveness of cost optimization. 2. If suppliers' financial conditions and labor capacity are not properly reviewed, construction delays, performance risks, or cost overruns may arise. 3. Prices or specifications on the platform may not be updated in a timely manner, reducing the accuracy of procurement information.	1. Develop a diversified supplier base by expanding sources of cooperative suppliers through industry information collection, supplier exchanges, and cross-departmental feedback mechanisms. 2. Implement a procurement platform system and provide guidance to existing and newly developed suppliers to improve their familiarity with platform operations. Continue to optimize procurement platform functions and administrative processes to increase the willingness to bid and procurement efficiency. 3. Establish supplier risk management and evaluation mechanisms, and regularly review suppliers' contract performance capabilities, financial conditions, and the quality of cooperation. 4. Use an online real-time market price reporting mechanism to monitor market prices and raw material information, improving the timeliness and accuracy of procurement decisions. 5. Strengthen supply chain stability and overall construction quality through supplier care and exchange across design and construction, thereby enhancing operational resilience and risk management capabilities.
	Costs and expenses / cost control		1. Fluctuations in housing market prices may result in revenue targets being met while earnings per share fall short of expectations. 2. For high-margin products such as factory and office projects, increases in raw material, labor, and construction costs may cause actual gross margins to fall below expectations. 3. There may be excessive differences between the design ratios of building materials and the actual quantities used, or market price information may not be obtained in a timely manner. 4. Without strategic alliances with suppliers or an outsourced cost estimation mechanism in place, the Company may not be able to effectively reduce costs or expenses. 5. Suppliers' financial instability or insufficient service capacity may increase contract performance risks.	1. Continue to strengthen budget accuracy and regularly track the number of over-budget projects. 2. Incorporate gross margin performance into project selection considerations, rather than relying on a single product type as the main strategy for improving profitability. 3. Implement cost rolling management once every six months to review design content and cost structures. If abnormal cost increases occur, initiate design review and optimization mechanisms to enhance cost control capabilities. 4. Through cost trend analysis, flexibly adjust contract awarding schedules by awarding contracts earlier or later to reduce the impact of market fluctuations. 5. Before the project advances to the execution version, cost estimation consultants participate in the assessment process at an early stage to improve the accuracy of cost estimates. 6. Adopt the aluminum formwork method and reduce usage costs by continuously planning formwork reuse. 7. Analyze the additional costs incurred for applications for various building labels, and establish estimation standards and cost management mechanisms.



1.3 Information Security Management

Information Security Risk Management Framework

To ensure the security of the Company's data, information systems, equipment, and networks, and to strengthen information security management in order to provide reliable information services, the Company has established an information security management system in accordance with the ISO 27001 international information security standard and the PDCA cycle operating model. The Board of Directors serves as the chief convener and appoints the Company's information security management representative. The information security management representative reports to the Board of Directors each year on the effectiveness of information security management and the direction of information security strategies. To coordinate information security management matters, the Company has established a "Document Control Team," an "Information Security Handling and Response Team," an "Information Security Audit Team," and implementation committee members. The "Document Control Team" is responsible for preparing information security standards and documents. The "Information Security Handling and Response Team" is responsible for relevant technical matters, incident handling at the time of occurrence, and post-incident improvement recommendations. The "Information Security Audit Team" is primarily responsible for verifying the implementation of day-to-day information security work.





Information Security Policy

To implement the Company's information security management, the Company has established the "Information Security Policy White Paper" in accordance with the ISO 27001 international information security management standard and the PDCA cycle operating model, serving as the highest guiding principle for the Company's information security governance. The scope of the policy covers all internal operating activities and external business services, including personnel security management, security management of information equipment, system access control, encryption management, digital media and document security management, computer system security management, and communications security management. Through access control, backup mechanisms, risk assessments, and response plans, the Company ensures the confidentiality, integrity, and availability of its information assets and fulfills its responsibility to protect customer privacy.

To ensure the effective implementation of the policy, the Company has established a number of information security management systems and published them on the internal EIP platform for all employees to follow. The main systems include:

- (1) Program and data access control procedures
- (2) Information Security Emergency Response and Disaster Recovery Operating Guidelines
- (3) File and equipment security control procedures
- (4) Portable storage media management operating guidelines
- (5) Control procedures for system recovery planning systems and testing procedures
- (6) User account and password management operating guidelines
- (7) Information security inspection control procedures
- (8) Software and hardware maintenance operating guidelines
- (9) Company information and network security management rules

Through institutionalized management and continuous improvement mechanisms, the Company continues to enhance the maturity of its overall information security governance, reduce information security risks, and ensure operational stability and the security of customer data.



Information Security
Policy White Paper

Key Information Security Management Measures





Information Security Development Roadmap

Farglory Land Development has gradually developed an information security development roadmap covering "management systems, technical protection, and privacy protection" based on international information security standards. Through the three major frameworks of ISO 27001, ISO 27701, and NIST CSF, the Company strengthens both the depth and breadth of information security governance and enhances overall enterprise risk resilience.

ISO 27001 | Information Security Management System (ISMS)

With the PDCA cycle as its core, the Company establishes institutionalized management mechanisms across four dimensions: technology, personnel, physical environment, and organization. This ensures the confidentiality, integrity, and availability of information assets and serves as the foundational framework for the Company's information security governance.



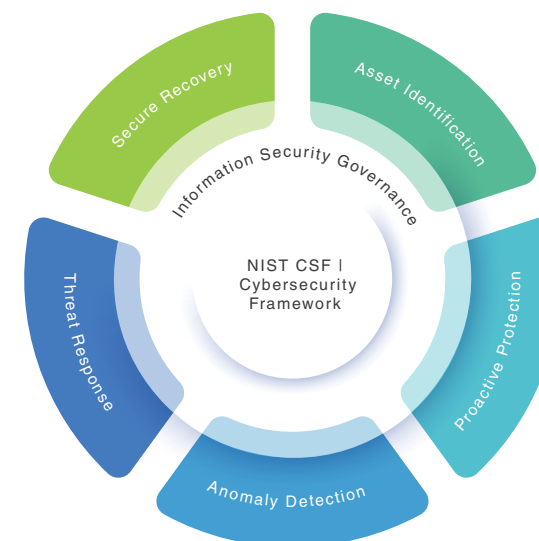
ISO 27701 | Privacy Information Management System (PIMS)

Extending the ISO 27001 framework, ISO 27701 focuses on personal data protection and privacy governance. It covers full lifecycle management, including data collection, processing, storage, and deletion, and strengthens data subject rights and regulatory compliance (such as GDPR and the Personal Data Protection Act), thereby enhancing the Company's ability to protect customer privacy.



NIST CSF | Cybersecurity Framework

By introducing the five core functions of "Identify, Protect, Detect, Respond, and Recover," the Company establishes a risk-oriented information security management mechanism, strengthens threat identification and incident response capabilities, and enhances overall business continuity.





Information Security Development Plan for the Next Three Years

Item No.	Category	Work Item
1	Governance	ISO 27001 (ISMS) and ISO 27701 (PIMS)
2		Identity governance optimization, supplier management, and enhancement of emergency response plans
3		Business continuity plan
4	Identification	Introduction of external threat intelligence – ESAM
5		Privileged account management – all information system suppliers
6	Protection	Azure architecture adjustment
7		Cloud / on-premises system backup
8		Introduction of endpoint protection (EDR / XDR) and DLP
9	Detection	Vulnerability scanning and management mechanism
10		Penetration testing
11		Establishment of SOC
12	Response	Monthly phishing email tests and information security awareness communication

Information Security Protection Results

In 2025, Farglory Land Development continued to strengthen its information security management mechanisms and comprehensively enhanced information security protection across areas, including infrastructure protection, operational resilience and backup, compliance-based access management, and internal and external education and training. In 2025, the Company's Microsoft Secure Score reached 74.75 points, which was 69.3% higher than the external industry peer reference score of 44.15 points, demonstrating that the effectiveness of the Company's information security management exceeded the industry level. During the reporting period, there were no material information security incidents or incidents involving leakage of customers' personal data, demonstrating the Company's effective fulfillment of its responsibility to protect customer privacy and data.



2025 Information Security
Protection Results

Information Security Education, Training, and Social Engineering Drills

The Company places great importance on building an information security culture and continues to enhance employees' information security awareness and protection capabilities. In 2025, the Company issued a total of 12 information security awareness communications through its EIP platform and email. The content covered topics such as prevention of social engineering attacks, phishing email identification, personal data protection, and identification of emails impersonating senior executives. The Company also conducted 1 information security and hacking case study training session for all employees, achieving a participation rate of 100% and strengthening employees' awareness of information security risks and response capabilities. For employees in information-related units, the Company arranged 7 external professional training courses, with total training hours reaching 52 hours, continuously enhancing the professional skills and information security governance capabilities of information personnel.

In addition, the Company conducts at least 1 social engineering drill each month. The simulated attack methods include credential harvesting, malicious software links, attachment links, and spoofed websites (URL smuggling), thereby enhancing employees' ability to identify and respond to diverse attack methods. The Company also regularly conducts OCP drills to strengthen information system resilience and operational continuity management capabilities.

Activity Type	Number of Sessions / Drills	Description of Main Content
Company-wide awareness communication	12	Prevention of social engineering attacks, password management, multi-factor authentication, zero trust implementation, QR Code phishing prevention, passwordless login, VPN use, browser security, data and personal data protection, DDoS defense, guest Wi-Fi instructions, account management, and two-factor authentication.
Company-wide education and training	1	Information security and hacking case studies.
External training for MIS personnel	7	ISO 27001 Lead Auditor (Information Security Management System Lead Auditor), explanation of the information security control guidelines for TWSE/TPEX listed companies, information security incident explanation and preventive measures, information security awareness and essential knowledge and responsibilities, information security attack and defense techniques and post-incident handling and remediation measures, the impact of AI on information security and response measures, and hacker attack methods and key defense measures.
Social engineering drills	12	Simulated attack methods, including credential harvesting, links to malware, attachment links, and URL smuggling.
OCP drills	1	Data damage in on-premises server rooms.
	2	System and data damage in cloud server rooms.
	9	On-premises service failure/power outage.
	1	Cloud service anomaly/failure/disconnection.
	3	Network equipment failure.



Key Projects in 2025

1. ISO 27001 Implementation and Certification:

In 2025, led by the MIS Planning Office, the Company implemented ISO 27001 and obtained certification, establishing an institutionalized and standardized information security management framework to comply with regulatory requirements and enhance corporate competitiveness and customer trust. From 2026 to 2027, the Company plans to gradually expand ISO 27001 implementation across the entire organization. It also plans to obtain ISO 27701 Privacy Information Management System (PIMS) certification to further strengthen its personal data protection management mechanism.

2. Implementation of an Identity Governance Mechanism:

The Company established a full-lifecycle access management mechanism covering "onboarding, role changes during employment (promotion/transfer), and offboarding" to ensure that access rights at each stage are assigned in accordance with the principle of least privilege, thereby effectively reducing the risk of unauthorized access and data leakage.

3. Enhancement of Cloud Information Security Protection:

The Company deployed a WAF (Web Application Firewall) and cloud security solutions to prevent data leakage and cyberattacks, ensure business continuity and regulatory compliance, enhance corporate reputation and customer trust, and reduce operational and compliance risks.

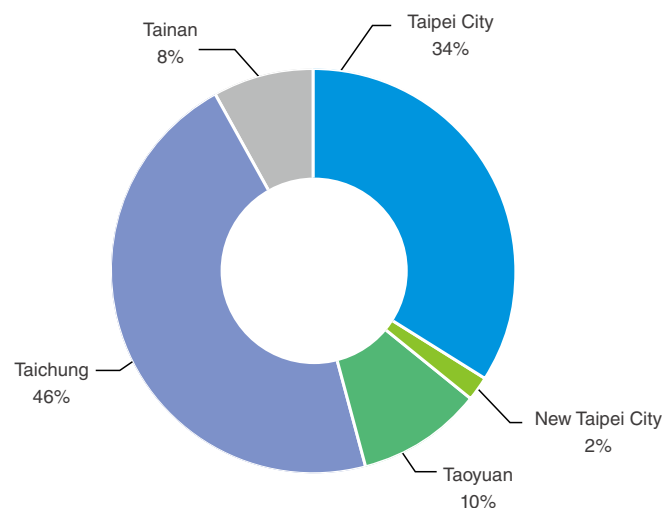




1.4 Financial Performance GRI 201-1、201-4

Through land development, product design positioning, quality control, and cost control, Farglory Land Development maintains sound operating results. Through its financial performance, the Company fulfills its tax obligations in good faith and returns earnings to shareholders and society. Based on its 2025 marketing and sales strategies, the Company continued to pursue land development in the six special municipalities and the Hsinchu area to ensure a sufficient pipeline of project launches for the next three to five years. At the same time, the Company capitalized on market cycles to accelerate sales and increase sales performance, promoted completed large-unit luxury residential projects, and lowered the entry threshold for first-time buyers of pre-sale projects. The Company also established a complementary mechanism between project launches and land sales, disposing of construction land with limited expected benefits or that was difficult to consolidate, thereby contributing to revenue for the year and providing additional resources and momentum for the Company's long-term development.

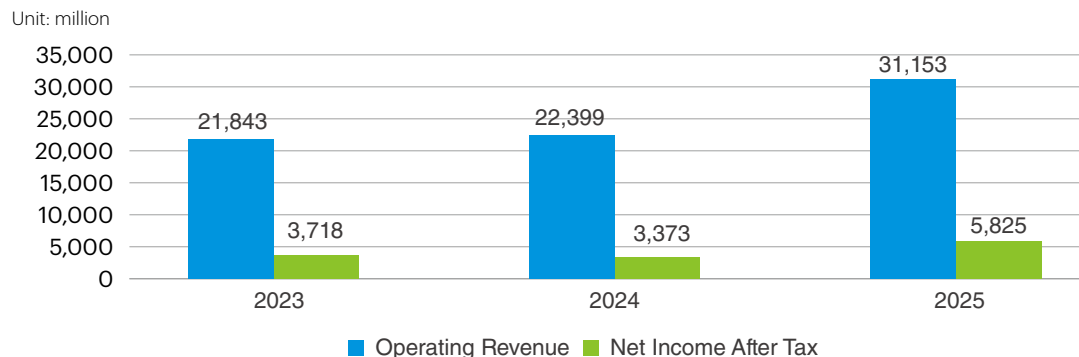
2025 Revenue Breakdown (by Region)



Note: The financial performance data in this chapter are sourced from the consolidated financial statements of Farglory Land Development audited and attested by PwC Taiwan, while certain information is sourced from data compiled through the Company's own surveys and statistics.

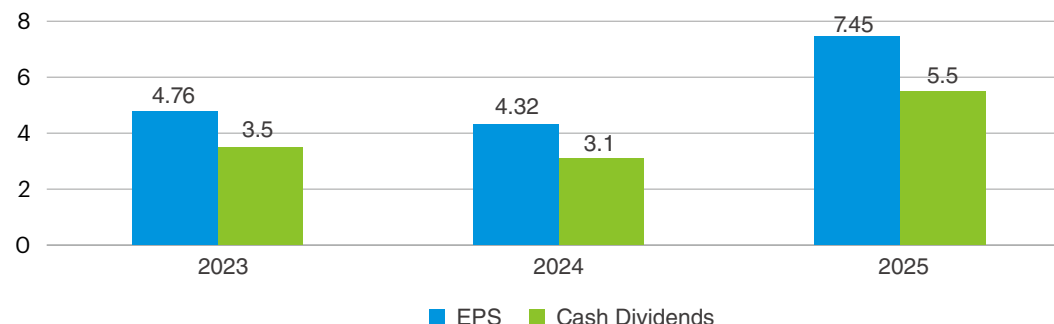
Operating Revenue and Net Income After Tax for the Past Three Years

In 2025, due to a significant increase in the number of units handed over, consolidated revenue and gross profit both increased compared with the previous year. The Company will continue to strengthen end-to-end operational control, improve inventory turnover efficiency, and optimize construction cost management in response to rising raw material, building material, and labor costs, thereby enhancing operating revenue and overall profitability.



EPS and Cash Dividends for the Past Three Years

Farglory Land Development remains committed to prudent and stable operations and continues to return value to shareholders while maintaining sufficient working capital. In 2025, the dividend payout ratio was approximately 73.8%, exceeding 70% for the 10th consecutive year. This demonstrates the Company's solid financial position and commitment to maximizing shareholder value. Going forward, the Company will continue to ensure long-term value creation through prudent and stable operations and effective financial management, and share its operating results with shareholders. For detailed financial information and analysis, please refer to [the Company's consolidated financial statements](#).





1.5 Participation in External Organizations GRI 2-28

Farglory Land Development and Farglory Construction actively participate in industry associations and non-profit organizations. Through exchanges with members of these associations, the companies strengthen their understanding of industry trends, market information, and government laws and regulations, while enhancing cooperation with other corporate organizations, building their own capabilities, exerting social influence, and driving exchange and development across the overall industry chain. In 2025, the total amount invested in participation in industry associations was NTD 609,300^{Note}. The participation status is as follows:

Participation in External Organizations	Reason for Participation	Membership Status
Chinese National Association of Industry and Commerce, Taiwan	- Participate in policy advocacy and regulatory formulation by providing constructive opinions and recommendations, and promote the introduction of government policies favorable to the Company's development. - Enhance exchange and cooperation among industrial and commercial enterprises, share experience and resources, and jointly address challenges faced by the industry.	Director representative
Institute of Internal Auditors (IIA)-Taiwan Chapter	- Obtain the latest information on changes in laws, regulations, and policies. - Discuss best practices and solutions for internal audit with industry peers, thereby enhancing the Company's internal audit standards and effectiveness.	Member
Taiwan Institute of Directors	Serve as a think tank and advisory resource for the Company's Board of Directors.	Member
Taiwan Bar Association	- Participate in policy advocacy and standard setting. - Obtain legal professional support and advisory services.	Member
Taipei Bar Association	Establish closer connections and cooperative relationships with other enterprises and professionals to promote the healthy development of the industry and mutually beneficial cooperation.	Member
Accounting Research and Development Foundation	- Participate in policy advocacy and standard setting. - Obtain direct connections and resources from industry organizations, and promote academic exchange and cooperation.	Member
Taiwan Intelligent Building Association	- Participate in policy formulation and the development of standards related to smart buildings, with the aim of realizing smart buildings and quality smart living that are safe and secure, support health care, are convenient and comfortable, and promote energy conservation and sustainability. - Enhance technological innovation and R&D cooperation with other enterprises, and promote the continuous advancement and renewal of smart building technologies.	Member
International Real Estate Federation (FIABCI – Taiwan)	Maintain connections with real estate industry players, participate in government real estate policy advocacy, build alliances for technical exchange, and promote the upgrading of the real estate industry.	Member

Participation in External Organizations	Reason for Participation	Membership Status
Real Estate Building Development Association of Taipei	- Support project review and submission requirements. - Obtain the latest market, legal, and policy information. - Maintain and enhance the common interests of industry peers.	Director representative
Real Estate Building Development Association of New Taipei City		Member
Taoyuan Real Estate Construction Development Association		Member
Great Taichung Real Estate Development Association	- Support project review and submission requirements. - Obtain the latest market, legal, and policy information.	Member
Real Estate Development Association of Tainan	Maintain and enhance the common interests of industry peers.	Member
Real Estate Development Association of Kaohsiung		Member
Taiwan Regional Engineering Contractors Association		Member

Note: The investment amount is calculated based on membership fees for participation in industry associations recognized for the year.

Universal Declaration of Human Rights

Farglory Land Development and Farglory Construction support and respect internationally recognized human rights principles and strengthen human rights awareness. Through regular and ad hoc internal communication and policy formulation, the companies enhance awareness of respect and inclusion, ensure that day-to-day operations comply with corporate ethics, and create an equal and non-discriminatory workplace environment. The companies also require supplier partners to comply with the same standards. Compensation is based on the principle of equal pay for equal work, without distinction based on race, gender, age, ethnicity, or religion. Employee grievance channels are also provided to protect employees' human rights from infringement or adverse impact.

Participation in the "TALENT, in Taiwan" Taiwan Talent Sustainability Action Alliance

Talent cultivation and development have always been important operational objectives of Farglory Land Development. Upholding its commitment to the Universal Declaration of Human Rights, the Company actively responds to the global corporate focus on talent-related social responsibility. In 2025, the Company again joined the "TALENT, in Taiwan" Taiwan Talent Sustainability Action Alliance, continuing to fulfill its long-term commitment to talent.

Through participation in this alliance, the Company continues to deepen its actions in talent cultivation, inclusive development, and enhancement of corporate competitiveness, ensuring that the Company and its employees grow together and maintain a competitive advantage amid a changing industry environment. Going forward, the Company will continue to work with CommonWealth Learning, Cheers Magazine, the Talent Sustainability Channel, and more than 400 alliance partners to promote sustainable talent development, create more opportunities for Taiwan's construction industry, and move toward a future of inclusion and shared prosperity. For details, please refer to [Section 5.1 Human Resources Policy](#)





Ch. 01
Corporate Governance and Management

Ch. 02 Leading International Construction Brand

- 2.1 Green Energy Buildings
- 2.2 Smart and High-Performance Buildings
- 2.3 Quality Assurance for Buildings Designed to Last a Century

Ch. 03
Sustainable Environment

Ch. 04
Customer Service

Ch. 05
Friendly Workplace and Happy Enterprise

Ch. 06
Giving Back to Society

Appendix





Section Highlights

Section		United Nations Sustainable Development Goals		Highlights and Achievements
2-1	Green Energy Buildings	P.62	 Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	- In 2025, Farglory Land Development obtained Green Building Labels or candidate certificates issued by the Taiwan Architecture & Building Center for a total of 10 projects, of which 4 reached Gold Level. - For projects that obtained building permits in 2025, the total installed area of solar panels reached 824 square meters, with estimated annual energy savings of 136,634.1 kWh and annual carbon reduction benefits of 67,497 kgCO₂e. - For projects that obtained Green Building Candidate Certificates in 2025, the indoor surface area using green building materials reached 313,152.37 square meters, while the outdoor area using green building materials reached 4,724.85 square meters. - For projects that obtained Green Building Candidate Certificates in 2025, the total green coverage area was 7,614.19 square meters, and annual carbon sequestration totaled 9,025.03 kgCO₂e. "Residential Project (遠雄明明)" obtained a Green Building Candidate Certificate at Gold Level, LEHR Low-Carbon (Low Embodied-Carbon) Building Level 2 certification, and Building Energy Efficiency Level 1 certification.
2-2	Smart and High-Performance Buildings	P.67	 Make cities and human settlements inclusive, safe, resilient, and sustainable.	In 2025, 2 projects obtained Intelligent Building Labels, and 1 project obtained an Intelligent Building Candidate Certificate.
2-3	Quality Assurance for Buildings Designed to Last a Century	P.69	 Ensure sustainable consumption and production patterns.	In 2025, the total amount of green procurement by Farglory Land Development and Farglory Construction reached NTD 323 million. The companies were also honored with the "Green Procurement Excellence Award" by the Taipei City Government and the Ministry of Environment, respectively.



2.1 Green Energy Buildings

GRI 302-4-5、305-5
SASB IF-HB-410a.1、IF-HB-410a.2、IF-HB-410a.3、IF-HB-410a.4

2.1.1 Assessment of Green Building Benefits

According to the "Global Status Report for Buildings and Construction" published by the United Nations Environment Programme (UNEP), buildings account for approximately 34% of global energy demand and 21% of global greenhouse gas emissions. To address this challenge, Farglory Land Development actively embraces global concepts of low-carbon and sustainable living. The architectural team has conducted on-site visits to more than 30 cities across Europe, Asia, and the Americas to incorporate advanced green energy technologies and green building concepts. Working together with leading domestic and international architectural, technological, and art teams, the Company integrates energy-saving design, renewable energy applications, and environmental symbiosis into its development strategies. Through sustainable management across the full building lifecycle, the Company enhances its climate response capabilities and operational resilience.

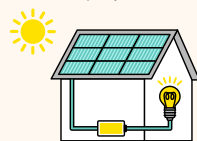
Farglory Land Development installs solar photovoltaic panels on building rooftops to supply electricity to common areas, thereby reducing electricity costs and carbon emissions. As of the end of 2025, installation had been completed for 18 projects, with total installed capacity reaching 281.39 kW. For projects that obtained building permits in 2025, the total planned solar panel installation area is approximately 824 square meters. The panels are estimated to save 136,634.1 kWh (approximately 491,882.76 MJ) of energy each year, with annual carbon-reduction benefits reaching 67,497 kgCO₂e.



Energy-Saving Design Highlights

- Lighting energy savings: Energy-saving LED lighting is used in elevator halls, parking lots, and gardens to extend the service life of lighting fixtures and continue generating electricity-saving benefits.
- Thermal insulation design: High-efficiency rooftop insulation and deeply recessed exterior-wall window designs effectively reduce indoor temperatures and decrease air-conditioning use.
- Charging equipment: Electric vehicle charging facilities are installed to promote resource reuse and achieve energy storage benefits.

One hour of
electricity generated
by the solar panels
installed across the
18 projects



can power one Tesla
for two trips around
Taiwan.



Farglory Land Development is committed to improving resource efficiency and integrating this concept into architectural and residential design through the following measures:

Carbon Reduction Strategies:

1. Develop methods to reduce carbon emissions from the production and transportation of building materials.
2. Reduce the use of building materials, and study structural rationalization, building lightweighting, durability enhancement, and the application of recycled building materials.

Energy Conservation and Water Resource Management:

1. Promote energy-saving designs and equipment.
2. Review water conservation strategies and adopt water-saving equipment.
3. Incorporate rainwater recycling and reuse systems in development projects.
4. Study "sponge city" strategies to enhance the effectiveness of urban water resource management.

Farglory Creates a Model of Energy-Generating and Energy-Saving Green Homes

	System	Implementation Method	Installation Principle
Energy generation	Electricity	Install solar panels	Installed in accordance with applicable laws and regulations
Energy conservation	Lighting	Public areas adopt two-circuit and sensor-based controls, with LED light sources used (the use of Energy Label-certified lighting fixtures is evaluated for selected fixtures).	Standard for all projects
	Ventilation	Activate parking lot supply and exhaust fans through carbon monoxide detection, monitoring, and control	Standard for all projects
	Water supply	Public areas adopt Water Conservation Label-certified sanitary equipment and sensor faucets	Standard for all projects
	Rainwater	Install rainwater recycling systems to supply irrigation for first-floor landscaping	Standard for all projects
	Air conditioning	Residential common areas: adopt inverter air-conditioning units Factory and office common areas: adopt pre-cooling air-conditioning equipment and introduce fresh outdoor air	Standard for all projects
	Electricity	Install energy-saving elevators (with power-regeneration devices)	AH1 Residential Project, Farglory Yang Yue, Farglory Hoya, Farglory Playground, and Farglory Urban Grace
		Install one 60 kW DC fast-charging station for visitor use, plan dedicated electricity meters for the charging stations, and reserve cable trays along vehicle lanes.	Standard for all projects
	Building envelope	Install rooftop greening	Standard for all projects
		Install Low-E glass windows on exterior walls	AH1 Residential Project, Farglory Yang Yue, Farglory Hoya, Farglory Playground, Farglory Dun Fu, Farglory Urban Grace
		Apply energy-efficient mortar to exterior walls	Farglory Yang Yue



Green Building Label

Farglory Land Development incorporates green building materials and energy-saving design throughout the land development and building design stages, and establishes natural ventilation systems, green roofs, and rainwater recovery systems to reduce the environmental impact of buildings. In 2025, the Company obtained Green Building Labels and candidate certificates for a total of 10 projects, of which four achieved Gold Level, demonstrating the results of its green building design efforts. In addition, based on estimates from the design plans of projects that obtained building permits in the same year, the expected environmental benefits are as follows:

Item	Performance
Application of green building materials	Indoor area: 385,295.38 square meters; outdoor area: 4,979.78 square meters
Building greening	Green coverage area of 7,614.19 square meters, with carbon sequestration reaching 8,487.24 kgCO ₂ e per year
Daily energy-saving indicator	2,189 housing units delivered in compliance with the standard
Rainwater management system	Water retention capacity of 1,025.15 cubic meters and storage capacity of 1,627.78 cubic meters, reducing flood risk and improving water resource utilization

Note: All data are compiled from information signed off by architects and reviewed by local governments, and are calculated based on projects that obtained Green Building Candidate Certificates in 2025.

"Passive" Building Design

In the past, energy-saving building design mainly relied on active methods, such as installing water-saving toilets, setting air-conditioning temperatures at 26°C, and installing solar panels. These measures require human operation and are therefore classified as "active" building design. Although active design can quickly generate energy-saving benefits, the energy-saving potential of equipment is limited, and maintenance costs are relatively high.

In response to these limitations, Farglory's FG Next team began studying "passive" building design. This design approach focuses on using the characteristics of the site and the building itself during the architectural planning stage to improve natural lighting, ventilation, and sunlight conditions. This reduces building energy consumption, automatically regulates indoor temperature, decreases demand for air conditioning, and achieves energy-saving objectives. Passive building design focuses on maximizing the use of natural resources and building structures to reduce energy consumption and improve indoor comfort.

For details, please refer to Section 3.3 Circular Economy.



Farglory Classic Condo

Green Building Label
Silver Level



Farglory Xinyi Center

Green Building Candidate Certificate
Gold Level



BH1 Residential Project

Green Building Label
Silver Level



Farglory Dun Fu

Green Building Candidate Certificate
Bronze Level



BH9 Residential Project

Green Building Candidate Certificate
Silver Level



Farglory Yang Yue

Green Building Candidate Certificate
Gold Level



Farglory Ark

Green Building Candidate Certificate
Gold Level



H79 Residential Project

Green Building Label
Gold Level



DH1 Residential Project

Green Building Label
Silver Level



Farglory MetaLink

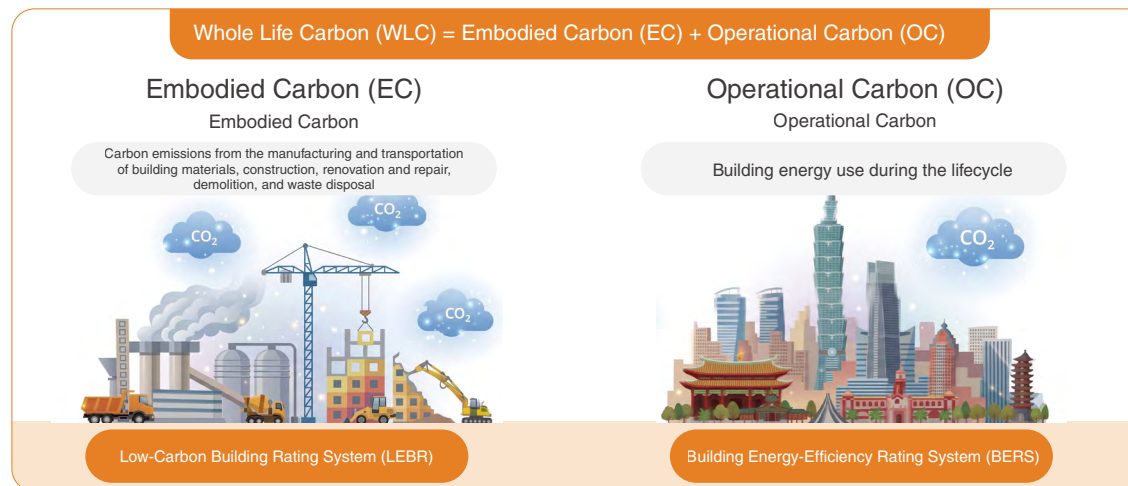
Green Building Candidate Certificate
Silver Level



2.1.2 Lifecycle Management of Low-Carbon Buildings and Building Energy Efficiency

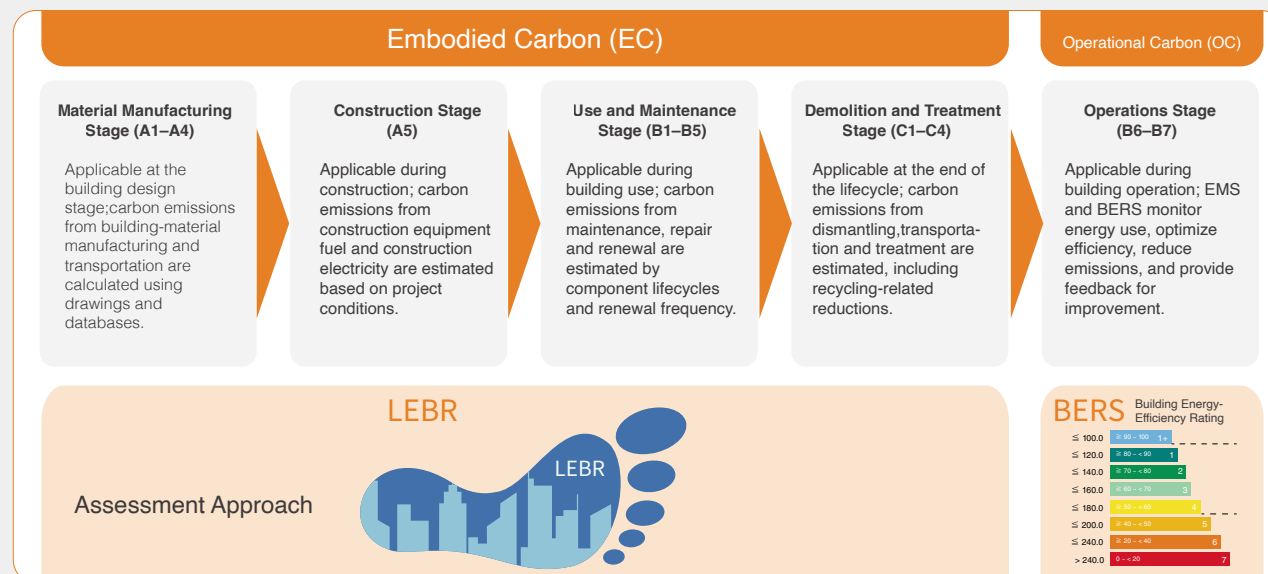
Whole Life Carbon Management for Buildings

Farglory Land Development incorporates low-carbon concepts into lifecycle management across the design, construction, and use stages of buildings. The Company manages embodied carbon (EC) and operational carbon (OC) separately to reduce overall carbon emissions and avoid the risk of carbon burden shifting.



Management Mechanism: Application of LEBR × BERS at Different Lifecycle Stages

During the design and construction stages, the Company applies the Low-Carbon Building Rating System (LEBR) as a decision-making reference for building material selection and construction planning. During the use stage, the Company enhances energy efficiency through the Building Energy-Efficiency Rating System (BERS), strengthening energy efficiency management during building operations.



Farglory Land Development incorporates low-carbon strategies into each stage of the building lifecycle, with key measures including:

- Design: Incorporate low-carbon building material selection and passive design strategies to reduce building energy demand.
- Construction: Optimize construction methods to reduce material waste and energy use.
- Operations: Improve energy and water use efficiency through the Building Energy-Efficiency Rating System (BERS).
- Circular Economy: Strengthen the resource recovery and reuse of construction waste and promote circular material management.

Starting in 2025, the Company has implemented future climate scenario analysis (CMIP6) across all new development projects, incorporating future climate conditions into building energy simulations and design assessments to enhance the resilience of buildings to climate change.



Results of Low-Carbon Building and Building Energy Efficiency Initiatives

Farglory Land Development incorporates low-carbon building and building energy efficiency evaluation mechanisms during the building planning and design stages, and gradually reduces the environmental impact across the whole building lifecycle through the application of low-carbon building materials and energy-saving design. In 2025, 1 project obtained a candidate Low-Carbon Building Candidate Certificate, and 3 projects obtained Building Energy-Efficiency Candidate Certificates. This demonstrates that the Company's low-carbon and energy-efficiency management mechanisms have been effectively implemented. Going forward, the Company will continue to promote the development of low-carbon, energy-saving buildings with sustainable value.



Farglory Yang Yue

Low-Carbon Building Candidate:
Level 2

Building Energy-Efficiency Candidate:
Level 1



Farglory Ark

Building Energy-Efficiency Candidate:
Level 2

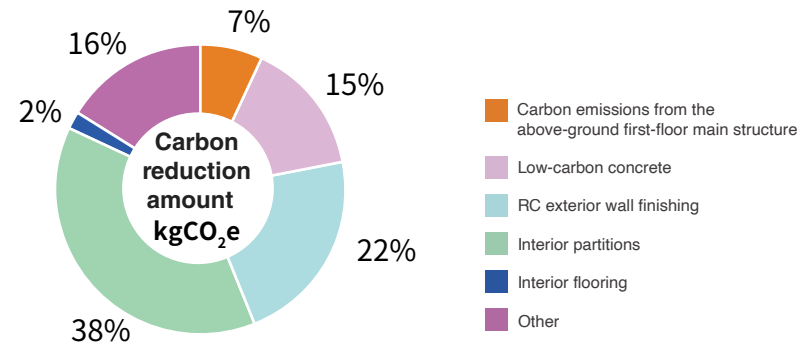


Farglory Xinyi Center

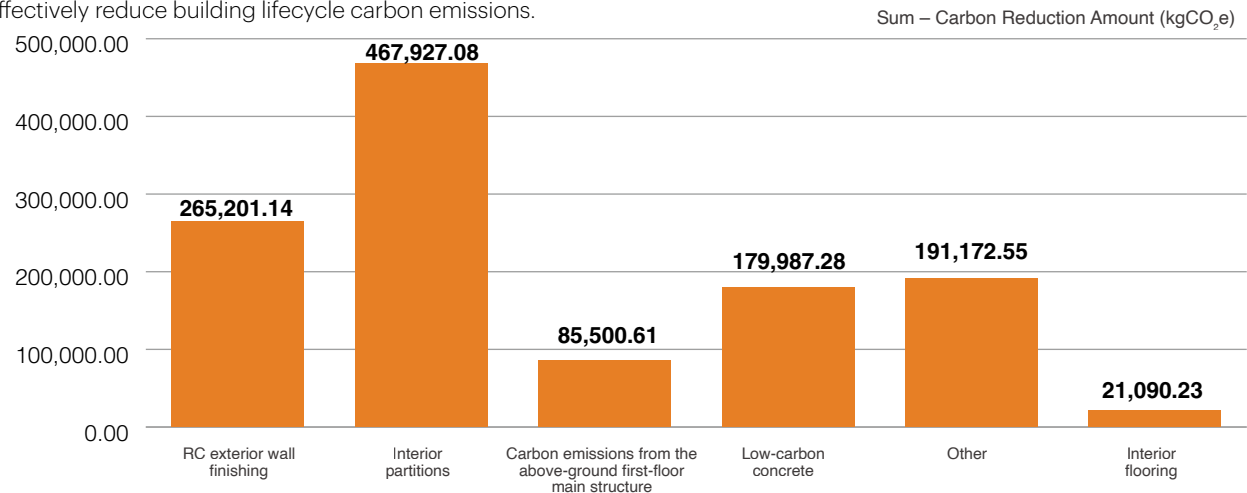
Building Energy-Efficiency Candidate:
Level 2

Taking the "Farglory Yangyue" project as an example, the project applied low-embodied-carbon building assessment and building energy-efficiency simulation mechanisms during the design stage. Through structural design optimization, the application of low-carbon concrete, and energy-saving building design strategies, the project integrates building material selection with construction management processes to reduce carbon emissions across the building lifecycle. According to the assessment, the project is expected to reduce carbon emissions by 1,210,878.89 kgCO₂e during the overall design and construction stages, representing a carbon reduction rate of approximately 13.75%. The project also obtained candidate certificates for Green Building Gold Level, Low-Carbon (Low Embodied-Carbon) Building Level 2, and Building Energy Efficiency Level 1, demonstrating the Company's achievements in promoting low-carbon buildings and building energy-efficiency management.

Analysis of Carbon Reduction Benefits from Building Design



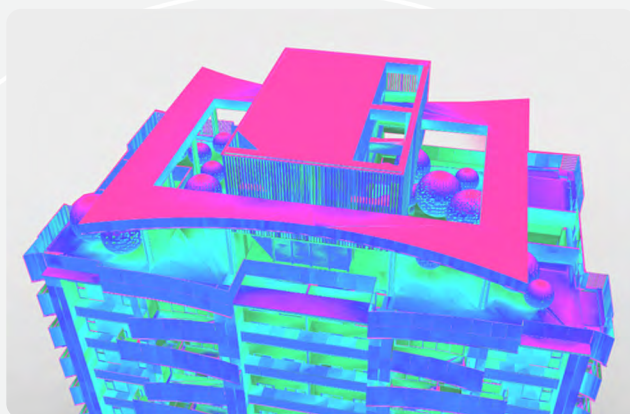
In terms of carbon reduction strategies, "Farglory Yang Yue" reduces the embodied carbon of building materials through optimization of interior partition materials, energy-efficient exterior wall assembly design, and the application of low-carbon building materials. Among these measures, interior partition materials and exterior wall design optimization are the primary sources of carbon reduction. Through building material selection and adjustments to assembly design, the project can effectively reduce building lifecycle carbon emissions.



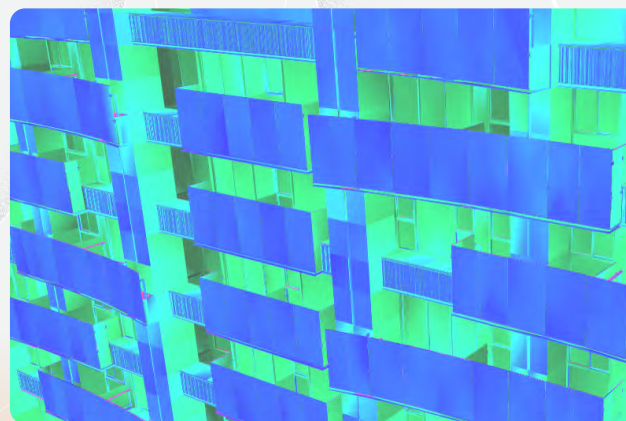
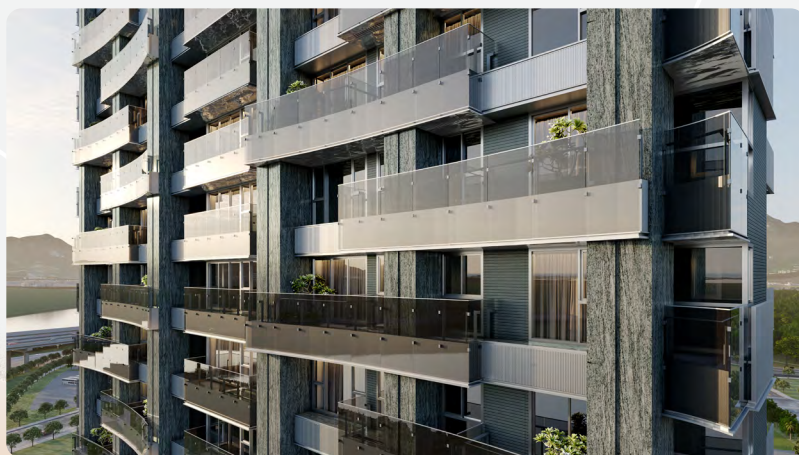


In terms of energy-saving building design, "Farglory Yang Yue" incorporates passive energy-saving design principles, including energy-efficient exterior windows, Low-E glass, daylighting and natural ventilation design, and a water recycling system, to reduce energy demand during the building operation stage and improve the quality of the residential environment. In addition, according to the results of solar radiation simulation analysis, the southeast and southwest facades of the building are the main areas with higher heat radiation. Through an integrated design combining louver shading and daylighting, the design team effectively reduces the heat load of the building envelope while maintaining indoor daylighting quality. Overall, the design can reduce solar radiation heat entering the building interior by approximately 70%, further lowering the cooling load and improving building energy efficiency.

The Company is gradually establishing a carbon emissions management mechanism for the building use stage. For projects that have obtained occupancy permits, the Company conducts inventories of carbon emissions during the use stage. In 2025, carbon emissions during the building-use stage amounted to 260,700 metric tons CO₂e. Going forward, the Company will continue to strengthen whole-life carbon management for buildings by applying low-carbon building materials and energy-efficient building design, and promote the development of building products toward low-carbon, high-energy-efficiency.



▲ Simulation diagram of heat radiation from rooftop shading



▲ Thermal radiation simulation diagram of a cantilevered balcony



2.2 Smart and High-Performance Buildings

2.2.1 Smart Buildings – Innovation for Limitless Living

Farglory Land Development continues to promote the development of smart buildings. Each development project is equipped with smart systems in accordance with relevant assessment frameworks to ensure that buildings have fundamental capabilities in safety, health, energy conservation, and management.

Building on a stable foundation of smart system implementation, the Company further deepens the integrated application of smart systems. Its development focus has expanded from functional installation to the optimization of user experience and operational efficiency. Centered on "experience-driven smart design," the Company creates building environments that can sense, respond, and optimize, thereby continuously enhancing building operation management and residential quality. At the same time, during the planning process, the Company references relevant intelligent building indicators and flexibly incorporates applicable items based on project characteristics. This strengthens the integrated application of smart systems in actual use scenarios and promotes the shift in buildings from compliance-oriented to value-oriented development.

Following its "experience-driven smart approach," the Company continues to incorporate smart building-related designs and management mechanisms into its development projects. In 2025, 2 projects obtained Intelligent Building Labels, and 1 project obtained an Intelligent Building Candidate Certificate. This demonstrates that smart design and management applications have been progressively implemented across different development projects, providing a foundation for the continued enhancement and further development of smart buildings.



2.2.2 High-Performance Buildings – Value Enhancement

Guided by the philosophy of "Living Better" and the value of "Sustainable Sharing," Farglory Land Development is committed to creating high-performance buildings that balance safety, comfort, and user-friendliness. With structural safety, the acoustic environment, the air environment, and universal design as its four key indicators, Farglory comprehensively enhances residential quality and realizes building value that advances both sustainability and people-oriented design. In terms of sound insulation, thermal insulation, and energy conservation, Farglory makes effective use of innovative technologies to enhance residential quality. For example, in acoustic environment design, Farglory adopts highly watertight, high-performance sound-insulating aluminum windows combined with laminated glass, effectively reducing external noise interference by 35 decibels while also blocking infrared radiant heat sources and lowering indoor air-conditioning energy consumption.

We uphold a people-oriented approach that begins from people's perspectives, needs, and well-being. Taking into account the aging of society and the residential space needs of disadvantaged groups, Farglory seeks to create better residential value by adhering to three core principles: **1. eliminating height differences**, **2. ensuring reasonable clear widths for doors and passageways**, and **3. reserving appropriate space**. These principles make homes suitable for all users, enabling Farglory to plan homes that meet residents' needs over the next 50 years, or even 100 years, and create housing for all ages.

Since 2024, Farglory Land Development has incorporated the Universal Design Label standards into its design guidelines. Through the FG Next team, it continues to optimize design content, strengthen the user-friendly value of residential spaces, and further enhance universal design features that deliver tangible value to customers.



Universal Homes for All Ages

Private Spaces

Corridors: Indoor corridors have a clear width of at least 90 cm.



Entrance: Door thresholds at entrances do not exceed 3 cm and are finished with a 1/2 beveled edge.



Door width: Rooms and bathrooms have a clear door width of more than 75 cm.



Bathrooms, kitchens, and balconies: Slip-resistant flooring is used.



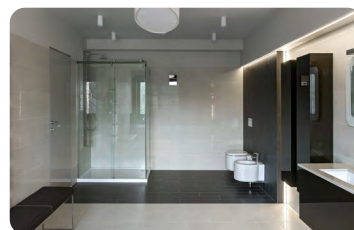
Public Spaces

Entrance:

- ① The overall building is smoothly connected and accessible from the surrounding public streetscape.
- ② Lobby and main entrance: Slip-resistant flooring is used.



Restrooms or changing/shower rooms are provided for parents with children and persons with reduced mobility.

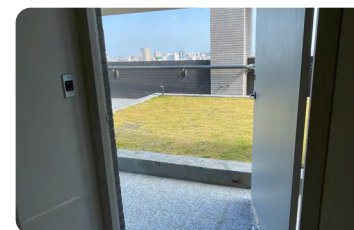


Note: This is not a standard project setting.

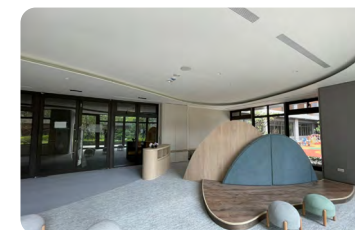
Outdoor areas: At least one wheelchair- and stroller-accessible parking space is provided next to landscape seating.



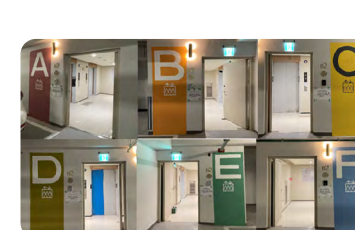
Elevators: Elevators provide access to the rooftop, with smooth entry and exit circulation.



Play areas: Flooring is designed with safety protection features.



Wayfinding: Pictorial signage is strengthened across all spaces to improve wayfinding.





2.3 Quality Assurance for Buildings Designed to Last a Century

2.3.1 Building Safe Structures GRI 416-1-2

Taiwan is located in a high seismic-risk zone. The Company conducts building design in accordance with the Building Technical Regulations and applicable laws and regulations, and ensures building safety and reliability in use through structural design, material selection, and construction quality management mechanisms. During the planning stage, the Company conducts risk assessments based on the geological conditions of the site, locational characteristics, and building use. Where necessary, earthquake-resistant or seismic-damping design is incorporated to further strengthen building structural safety. Through its integrated operating model, we maintain full control over site management and construction quality. We also follow a standardized quality control and inspection system to ensure that excellent building quality is delivered to customers. **In 2025, there were no incidents of non-compliance with health and safety laws and regulations concerning products and services.**

Earthquake-Resistant Buildings: Safety Standards for Design and Materials

Farglory Land Development ensures building safety through qualified earthquake-resistant design and stringent material requirements. Beginning with geological surveys, every detail is precisely regulated. Geological parameters are appropriately reduced to increase the safety factor, and suitable foundation methods are adopted to eliminate the risk of soil liquefaction. Since 1971, earthquake-resistant standards have undergone three major upgrades, with seismic coefficients increasing from 0.18–0.33G to 0.20–0.32G. Most buildings are now capable of withstanding seismic intensity levels of 5 to 6 or above. Farglory Land Development adopts a seismic intensity level 6 standard. In high seismic-risk areas, the seismic coefficient is further increased to 0.384G, exceeding regulatory requirements by 37%.

Farglory carefully selects building materials from well-known major manufacturers and adopts grades higher than the common market specifications to ensure building safety and quality.

Seismic-Resistant Foundation Design

Raft Foundation

The foundation is formed as an integrated structure, converting the distribution of loads from points to a surface. This evenly distributes the building's weight and reduces differential settlement of the foundation.

Pile Foundation

Piles extend deep into the ground, allowing the structural load to be transferred directly to the bearing layer beneath the foundation, such as hard soil or rock strata.

Diaphragm Wall

The Company adopts Taiwan's best diaphragm wall construction method. The surrounding wall structure can serve as a permanent main structure and provides excellent earth-retaining and waterproofing functions.

Standards for Earthquake-Resistant Building Materials



Concrete

High-Specification Concrete Strength

The Company adopts well-known cement brands, including Taiwan Cement, Asia Cement, and Hsing Ta Cement, together with ready-mixed concrete from leading suppliers such as Lih Tai, Goldsun, Taiwan Cement, Universal Cement, and Ya Tung. Compressive strength is determined in accordance with the latest requirements of the Design Specifications for Concrete Structures (Civil 401-110). The Company uses high-strength concrete with a minimum strength of 4,000 psi, which provides greater strength and better weather resistance than the 3,000 psi and 3,500 psi concrete commonly used in typical construction projects.

Three Key Quality Standards

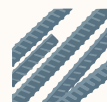
1. Concrete must be placed within 90 minutes after mixing.
2. Chloride ion content must be lower than the national standard, with a guarantee that no sea sand is used.
3. Concrete brands are strictly prohibited from being mixed, ensuring optimal structural quality.



Structural Steel

High-Specification Earthquake-Resistant Structural Steel

The Company selects structural steel from China Steel Corporation and Tung Ho Steel, two of Taiwan's major structural steel manufacturers, and works with fabricators such as Evergreen Heavy Industrial and China Steel Structure. The Company uses seismic-grade SN-B and SN-C series steel plates that comply with CNS 13812 (Rolled Steels for Building Structure), which enhances earthquake resistance. Their seismic performance is 1.2 times that of the A36 and A572 grade steel plates commonly used in the market. The China Steel Corporation Headquarters Building in Kaohsiung City also uses steel plates of the same specifications.



Rebar

Enhanced-Grade Rebar

The Company uses vanadium-added rebar from well-known major steel manufacturers. Vanadium-added rebar is produced by adding vanadium during the rebar manufacturing process, which improves mechanical properties such as yield strength and toughness. Water-quenched rebar is not used, as it is unsuitable for welding and processing, thereby ensuring the quality of rebar installation.

High-Tensile Earthquake-Resistant Rebar

All rebar complies with the requirements for weldable rebar under CNS 560. Its advantages include not only compliance with yield strength requirements but also suitability for welding or coupler processing. With better ductility, it ensures that the structure meets the requirements of earthquake-resistant design.



Seismic-Damping System

NASA-Certified Aerospace Seismic Dampers

Taylor Devices aerospace seismic dampers are designated equipment used by NASA in the United States. They can absorb energy transmitted by earthquakes and work together with the structure through an energy-dissipation mechanism, effectively reducing structural displacement. When combined with the BRB seismic bracing system, they provide comprehensive protection for building structural safety. **Note: Seismic dampers must be adopted based on structural design and analysis, and are not required for every project.**



Rebar Couplers

SA-Grade Couplers

The Company procures SA-grade couplers from well-known specialized manufacturers. Compared with Grade B couplers, SA-grade couplers provide better ductility and toughness. Their tensile or compressive strength must enable the spliced rebar to develop the specified tensile strength.

Staggered Coupler Construction Method

Unlike the traditional lap-splice method, couplers are installed in a staggered arrangement across floors to avoid placing couplers on the same cross-section. Because the splice locations do not overlap, the concrete and rebar are firmly bonded, reducing the possibility of cross-sectional collapse after damage caused by strong external forces.

Earthquake-Resistant Label

The "Earthquake-Resistant Label" is a building structural safety verification system promoted by the Ministry of the Interior. Through a third-party review mechanism, seismic performance and quality are verified during the design and construction stages. During the design stage, the "Earthquake-Resistant Design Label" must be obtained. During the construction stage, ongoing inspections are conducted, and upon completion, the "Earthquake-Resistant Label" is obtained to ensure that the building complies with earthquake-resistant design standards and construction quality requirements.

Farglory MetaLink – Earthquake-Resistant Design Label

Located in Guishan District, Taoyuan City, Farglory MetaLink is an ESG-positioned technology factory-office project designed by C.Y. Lee, the architect of Taipei 101. By combining industrial corridor development with flexible spatial planning, the project enhances operational efficiency and environmental quality and has obtained a Silver Level Green Building Candidate Certificate. The project has also adopted the Structure Accreditation Building (SAB) Design Label system and obtained the SAB Design Label in 2025. Through a third-party professional review mechanism, the project implements dual quality assurance over structural design and construction quality, continuously strengthens building seismic performance, and enhances asset resilience and business continuity.



Structural Safety Assurance

Construction quality determines the sustainability of a building. The construction team at Farglory Land Development upholds professionalism and attends to every detail with precision. Since 1987, Farglory has established safe building standards based on its steel-frame signature practice. For more than 30 years, the Company has ensured that each steel member goes through four procedures and is signed off, thereby safeguarding construction quality.

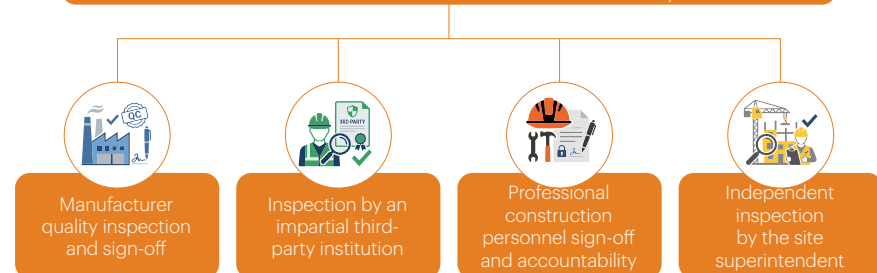
If structural steel is compared to the human skeleton, concrete is the muscle that surrounds it. A building's solid foundation comes from the structural strength of both steel and concrete. Farglory Land Development approaches every project with the same care as if it were building a home for itself. From gravel and sand to building materials, high standards are applied in all selections to ensure quality. As Taiwan is located in an earthquake zone, structural safety is of critical importance.

In selecting building materials, Farglory gives top priority to non-hazardous materials and provides certificates guaranteeing radiation-free rebar and letters of undertaking confirming that no sea sand is used. This ensures quality in every detail, with no compromise even in areas that are not visible. For example, Farglory Star 7 adopted the bottom-up construction method and raft foundation. For the earth-retaining works, steel sheet piles were driven 19 meters into the ground, and a permanent 45 cm basement exterior wall was constructed. The project adopted an RC ductile moment-resisting structure and a strong-column weak-beam design, providing optimal seismic resilience and safety standards that exceed regulatory requirements.

In addition, each Farglory construction site is staffed with a project manager, site supervisors, quality control personnel, and occupational safety personnel. All sites comply with the Occupational Safety and Health Act and building construction specifications. In 2025, Farglory Land Development and Farglory Construction had no material occupational accidents or occupational safety incidents.



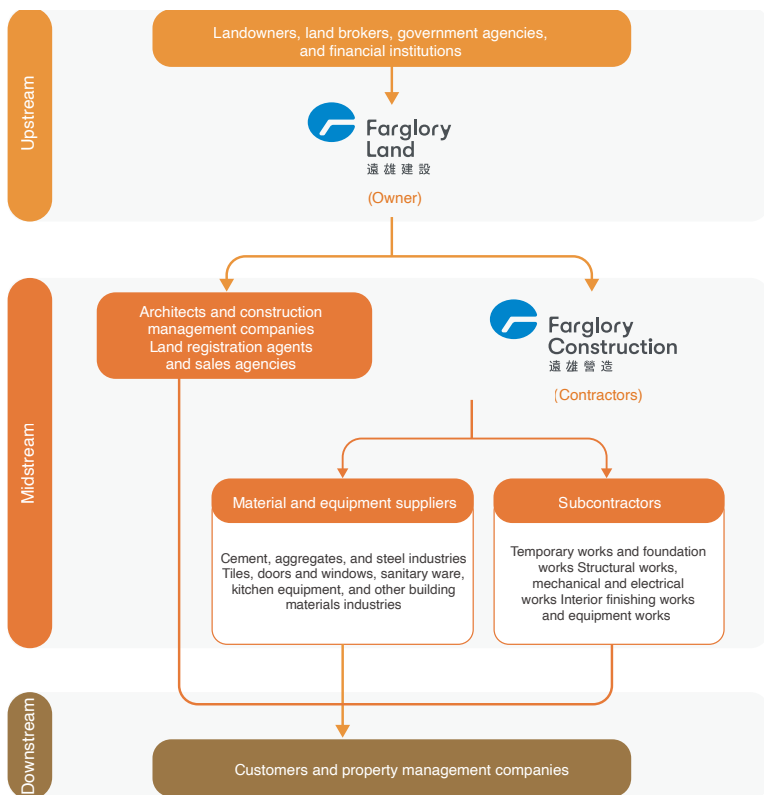
Four-Step Sign-Off Process, the Most Rigorous Accountability-Based Construction Practice in Architectural History



2.3.2 Toward a Sustainable Supply Chain

GRI 2-6、2-23、2-24、204-1、308-1、308-2、408-1、409-1、414-1、414-2

Farglory Land Development's suppliers include upstream partners such as landowners, land brokers, government agencies, and financial institutions; midstream partners such as architects, construction management companies, land registration agents, sales agencies, and contractors; and downstream partners such as customers and property management companies. Farglory Construction's suppliers include partners such as raw material suppliers and subcontractors.



Procurement Policy

Farglory Land Development has established the "Standard Procurement Operating Guidelines" to regulate processes such as purchase requisition, contracting, and acceptance inspection. The Company also incorporates clauses on occupational safety, anti-bribery, and intellectual property protection into its contracts, and requires suppliers to sign relevant letters of undertaking. In addition, contracts include personal data protection documents, and customer service channels are provided to safeguard relevant rights and interests.

For major raw materials such as rebar and cement, Farglory Construction conducts centralized procurement on an annual, semi-annual, or quarterly basis and enters into long-term contracts to control costs, stabilize supply, and reduce the risk of price fluctuations. For example, rebar is centrally procured on a quarterly basis according to market conditions, with suppliers allocated by region to reduce transportation costs and carbon emissions.

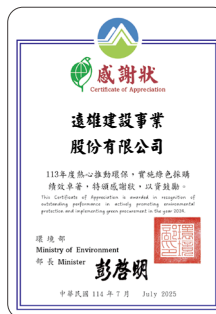
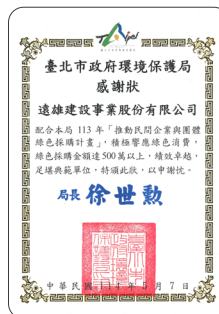
Farglory Land Development and Farglory Construction are committed to stabilizing the supply chain and promoting responsible procurement. In addition to cost and quality considerations, they are gradually incorporating sustainability value into procurement practices and encouraging suppliers to implement ESG, thereby achieving shared growth.

Supporting Local Procurement and Green Procurement

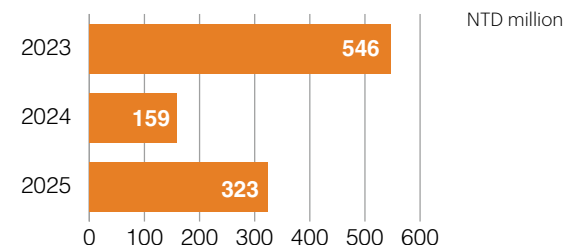
Farglory Land Development and Farglory Construction recognize the importance of local sourcing for corporate sustainability and actively fulfill their corporate social responsibility.

In practice, the companies prioritize local suppliers, working closely with the domestic supply chain to improve procurement efficiency, shorten delivery times, reduce management costs, and decrease carbon emissions during transportation, thus responding to the SDG's "Responsible Consumption and Production Goals," and simultaneously promoting local employment and economic development. In 2025, Farglory Land Development and Farglory Construction's total procurement amounted to 619 million and 12,133 million respectively, with the procurement of main structural and interior decoration projects primarily relying on domestic suppliers and locally sourced materials.

To reduce the environmental impact of products, we actively promote green procurement and prioritize green building materials, energy-saving products, water-saving products, and Green Label-certified products, thereby supporting the government's energy conservation and environmental protection policies. The scope covers computer equipment, office paper, electrical appliances, and other items. As the market places increasing emphasis on environmental protection and healthy living, we have widely adopted recycled and healthy green building materials. For example, in the residential project "Farglory Yang Yue," the usage rate of indoor green building materials reached 67%, exceeding the regulatory standard of 60%, thereby meeting customer needs while reducing the environmental burden. In 2025, the total amount of green procurement by Farglory Land Development and Farglory Construction reached NTD 323 million. The companies were also honored with the "Green Procurement Excellence Award" by the Taipei City Government and the Ministry of Environment, respectively.



Green Procurement Amounts over the Past Three Years (Farglory Land Development + Farglory Construction)





Supply Chain Management, Supplier Rating, and Promotion of Sustainable Procurement

Farglory Land Development recognizes the key role of the supply chain in operational quality, construction safety, environmental impact, and corporate sustainable development. The Company continues to strengthen its supply chain governance mechanisms to reduce operational risks and enhance the overall maturity of sustainable management.

Supplier Code of Conduct

To promote a responsible supply chain and implement the principles of sustainable operations, Farglory Land Development and Farglory Construction have established the "Supplier Code of Conduct." Suppliers are required to comply with applicable laws and regulations in the locations where they operate, and to meet relevant requirements in areas including business ethics, labor and human rights, occupational safety and health, environmental protection, and information security. Suppliers are also required to communicate the spirit of the Code to their downstream suppliers, thereby expanding the sustainability impact across the supply chain. In 2025, 100% of suppliers under procurement contracts with Farglory Land Development and Farglory Construction signed the "Supplier Code of Conduct," demonstrating the Company's implementation results in basic supply chain governance and risk control.



"Farglory Land Development Supplier Code of Conduct"



"Farglory Construction Supplier Code of Conduct"

Supplier Management and Rating Mechanism

In addition to the basic code of conduct, Farglory Land Development and Farglory Construction conduct regular evaluations and tiered management in accordance with the "Supplier Evaluation Operating Guidelines," assessing suppliers based on contract performance, quality stability, delivery coordination, operational risks, and other aspects. The relevant rating results are mainly applied to internal procurement management and supplier relationship management, serving as a reference for resource allocation and risk control.

Farglory Land Development Supplier Evaluation					Farglory Construction Supplier Evaluation	
	Acceptance Inspection Unit		Material Management Division		Evaluation Item	Weighting
Evaluation Item	Quality of Work Performed	40%	Quality of Work Performed	30%	Quality	20%
	Progress	30%	Responsiveness to Quotation Requests	20%	Occupational Safety	20%
	Service Quality	30%	Emergency Support	20%	Progress	30%
			Financial Condition	15%	Customer Complaint Rate	30%
			Reputation in the Industry and Among Relevant Stakeholders	15%		

Supplier Rating	Rating Description	Management Measures	2025 Supplier Rating Distribution	
			Farglory Land Development	Farglory Construction
A+	5 points	Excellent	-	1%
A	4-4.9 points	Good	19%	-
B	3-3.9 points	Satisfactory	80%	93%
C	2-2.9 points	Needs Improvement	1%	5%
D	2 points 以下	Unsatisfactory	-	1%

In 2025, based on supplier rating results, suppliers rated B or above accounted for 99% and 94% of suppliers of Farglory Land Development and Farglory Construction, respectively. This indicates that the overall quality of contract performance and the supply chain's risk control capabilities remained stable. No material human rights risk incidents involving child labor, forced labor, or similar issues were identified. As a principle, the Company gives priority to working with suppliers rated B or above. Through the supplier re-evaluation mechanism conducted before project completion, the Company continues to conduct rolling reviews and provide real-time feedback on aspects such as quality, progress, and occupational safety and health. This strengthens the effectiveness of supply chain management and ensures that construction quality and supply chain risks remain controllable.

ISO 20400 Sustainable Procurement Implementation Plan

Farglory Land Development plans to adopt ISO 20400 as the core framework for upgrading its sustainable procurement system. Building on the existing "Supplier Code of Conduct" and supplier rating system, the Company will gradually incorporate ESG into the procurement decision-making process and promote sustainable procurement in stages, following the progression of "system establishment → process integration → strategic internalization."

Short-Term (2026) System Establishment	Medium Term (2030) Process Integration	Long Term (2040) Strategic Internalization
Review procurement systems and processes, identify suppliers and material issues, formulate a sustainable procurement policy, and establish supplier classification and performance tracking mechanisms.	Incorporate sustainability requirements into supplier selection, procurement, and contract management processes, and strengthen risk and performance management through SRM.	Incorporate the sustainable supply chain into the core of the procurement strategy and risk management to enhance supply chain resilience and long-term competitiveness.



Ch. 01
Corporate Governance and Management

Ch. 02
Leading International Construction Brand

Ch. 03
Sustainable Environment

- 3.1 Climate Change and Energy Management
- 3.2 Environmental Impact Management
- 3.3 Circular Economy

Ch. 04
Customer Service

Ch. 05
Friendly Workplace and Happy Enterprise

Ch. 06
Giving Back to Society

Appendix

Section Highlights

Section	United Nations Sustainable Development Goals	Highlights and Achievements
3-1 Climate Change and Energy Management P.75	 Take urgent action to combat climate change and its impacts.	Farglory Land Development and Farglory Construction continue to deepen greenhouse gas inventory management. In 2025, they enhanced the data quality and management mechanisms for Scope 3 (Category 5) emissions from the building-use stage and introduced future climate-scenario analysis. This strengthens the application of inventory results in carbon reduction strategies and operational decision-making, thereby enhancing climate risk management capabilities.
3-2 Environmental Impact Management P.88	 Make cities and human settlements inclusive, safe, resilient, and sustainable.  Take urgent action to combat climate change and its impacts.	- Total office waste generated by Farglory Land Development and Farglory Construction decreased by 2.61 metric tons compared with the previous year. - Total office water consumption of Farglory Land Development and Farglory Construction decreased by 0.3 million liters compared with the previous year. - The TNFD LEAP approach was introduced as a key reference framework for future site selection and development management, strengthening the integration of biodiversity and nature-related risk management and enhancing the environmental resilience and long-term sustainability value of development decisions.
3-3 Circular Economy P.95	 Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.  Ensure sustainable consumption and production patterns.	- At "Farglory Park 16," the aluminum formwork method was adopted. As of 2025, it has achieved a carbon reduction of 303,187 kgCO₂e. - Farglory became the first construction enterprise in Taiwan to pass verification against the ISO 59000 series of Circular Economy transition standards, and received the "Annual Innovation Award" from SGS, an international certification body. - Farglory participated in the inaugural "ESG for Culture Impact Awards" held by the Taiwan Creative Content Agency with its "Construction Waste Upcycling Project," and received the "Industry Promotion Award." - The "Material Flow – Regenerative Landscape Project" received the "Best Corporate Governance Microfilm – Platinum Award" at the 2025 9th Taipei Golden Eagle Micro-Movie Festival.



3.1 Climate Change and Energy Management

3.1.1 Climate Risk and Opportunity Management

GRI 201-2
SASB IF-HB-420a.1、IF-HB-420a.2

According to the World Economic Forum's (WEF) "The Global Risks Report 2025," the global risk landscape is marked by a high degree of uncertainty across the short, medium, and long terms. Over the next ten years, environmental issues are among the most closely watched risks, with "extreme weather events" continuing to rank as the top long-term risk. This reflects the fact that the physical risks arising from climate change have become an important issue that companies cannot ignore.

In response to climate change risks and developments in sustainability information disclosure requirements, Farglory Land Development has conducted climate risk and opportunity assessments in accordance with the TCFD framework, and is introducing IFRS S1 General Requirements for Disclosure of Sustainability-Related Financial Information and IFRS S2 Climate-Related Disclosures in line with the timeline set by the competent authority. Related work remains ongoing. The Company will gradually improve relevant systems, processes, and data management mechanisms to enhance the completeness and consistency of its sustainability information disclosures. For the relevant management plan, please refer to the [Sustainability Development Planning](#) section.

I. Governance

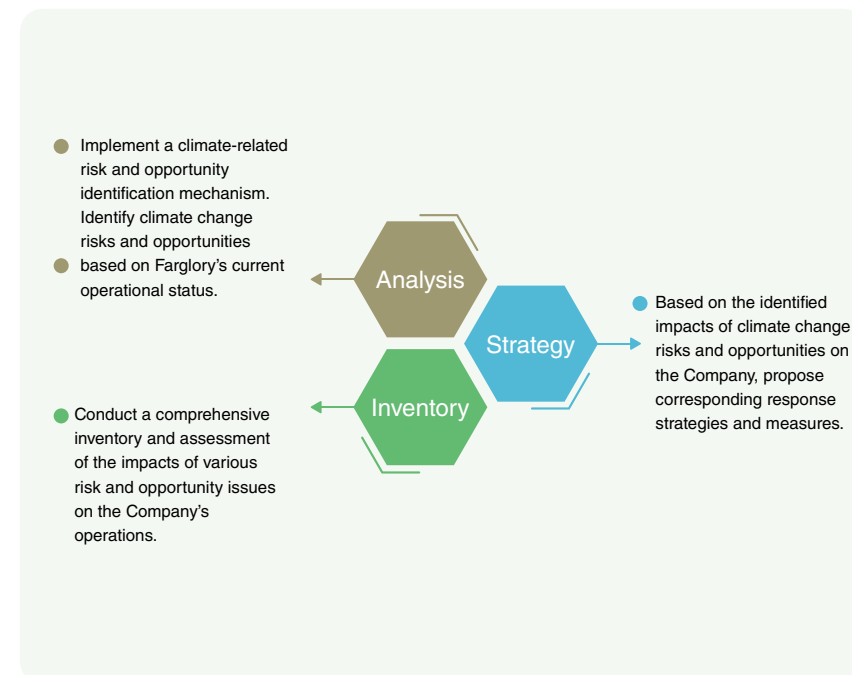
To effectively manage climate-related risks and opportunities, Farglory Land Development has established a sustainability governance structure. The Sustainable Development Committee under the Board of Directors is responsible for supervising the promotion of the Company's sustainability strategies, while the Sustainability Strategy Development Office assists in advancing various sustainability-related plans. Through the operation of cross-departmental functional task forces covering sustainability governance, environmental coexistence, and social well-being, the Company identifies and manages climate change-related risks and opportunities, and formulates response strategies and control measures to implement its climate governance and sustainable development goals. These functional task forces regularly compile the results of climate risk and opportunity identification and the status of implementation, reporting them to the Board of Directors for review and supervision. They also report management results to the Chairman and President at annual sustainability-related meetings to ensure the effective implementation of risk management strategies.

The Sustainable Development Committee also reports regularly to the Board of Directors on the climate risks faced by the Company and the corresponding response measures, enabling the Board to fully understand climate-related issues and further formulate relevant management policies. The Board also reviews implementation status and supervises progress to strengthen the Company's climate governance and sustainable operations capabilities.



II. Strategy

Farglory Land Development conducts a comprehensive inventory and assessment of the impacts of various climate risk and opportunity issues on the Company's operations through a climate change risk and opportunity matrix, based on different time horizons, the likelihood of issue occurrence, and the degree of impact on operations.





Farglory Land Development's Major Climate Risks and Opportunities

Risk and Opportunity Category		Issue Definition	Description of Impact on the Company	Impact Time Horizon	Response Strategies
Physical Risk	Acute Risk	Increased frequency of extreme weather events (floods and storms)	- Strong winds and torrential rain brought by typhoons may cause construction sites to suspend work (in accordance with government-announced work suspensions due to torrential rain or typhoons), and may damage works under construction, thereby increasing construction costs and delaying revenue. - Sold projects and rental assets may be damaged, increasing after-sales service costs. If construction site fencing collapses due to strong winds, it may damage others' property and give rise to compensation liabilities. - Strong winds and torrential rain may damage offices and site offices, affecting normal operations.	Short-Term (0-3 YEARS)	- When typhoons or extreme weather events occur, construction sites will adjust work sequences based on actual conditions to continue construction, and days of work suspension due to heavy rainfall will be incorporated into project scheduling. - After a land typhoon warning is issued, building property management personnel are required to submit typhoon preparedness plans and implement typhoon prevention measures (such as placing sandbags, securing trees, and checking the sealing condition of doors and windows). - Immediately conduct disaster inspections after typhoons, and address any abnormalities in a timely manner to prevent secondary disasters. - Purchase natural disaster insurance to reduce the impact of disaster losses. - During the building design stage, refer to local flooding records and raise the height of the first floor of buildings. - Incorporate reviews by hydraulic engineers into building design, provide local flooding records and drainage system information, and ensure that the first-floor landscape drainage plan meets requirements. - Design typhoon-resistant louvers (resistant to Level 17 winds) and flood control facilities according to project needs. - Install flood gates at building driveway entrances and adopt raft foundation systems in compliance with regulatory requirements.
Transition Risk	Policy and Legal Risk	Carbon pricing mechanism	If the government promotes a carbon pricing mechanism, excess carbon emissions may incur carbon fees, resulting in additional operating costs.	Medium-Term (3-10 YEARS)	- Implement greenhouse gas inventories to accurately understand carbon emissions. - Promote green operations. On the self-owned floors of the headquarters, introduce automatic lighting time-control systems to reduce energy consumption. Install energy-saving films on glass curtain walls to reduce building energy consumption and carbon emissions. - Continue to promote building lifecycle carbon inventories to ensure carbon-reduction performance and optimize design strategies. - Develop "passive building design" by optimizing daylighting, ventilation, and sunlight configuration to reduce energy losses. - Adopt environmentally friendly building materials and recycling technologies, including the aluminum formwork construction method and the recycling and remanufacturing of waste tiles, while continuing to research and develop building material recycling and remanufacturing technologies to reduce carbon emissions generated from waste treatment.
		Mandates on and regulation of existing products and services	In response to carbon reduction regulations, the Company is increasing the proportion of energy-saving and carbon-reducing products and promoting the application of green buildings and low-carbon raw materials. However, building costs will increase accordingly.	Medium-Term (3-10 YEARS)	- Develop green buildings and low-carbon buildings. - Promote source reduction and resource recycling in buildings. - Design energy-saving products and increase the proportion of Green Building Label projects at the Silver Level or above year by year. - Research and develop building energy-saving and carbon-reducing design, with product design moving toward lighter-weight and more durable buildings. - Work with industry chain partners to develop low-carbon, energy-saving, and recyclable products.
	Market Risk	Energy management / Rising energy prices	Continued increases in energy prices (such as electricity prices) will lead to higher operating costs.	Medium-Term (3-10 YEARS)	- Establish an Energy Use Intensity (EUI) review system for Farglory buildings. - Develop a database of building EUI values. - Promote the digitalization of headquarters systems and online approval systems. - Plan to deploy a solar photovoltaic (PV) system at the Farglory Times Headquarters.
		Rising raw material costs	Extreme weather events may interrupt supply chains or create material shortages, leading to increases in raw material prices.	Medium-Term (3-10 YEARS)	- Implement building material reduction and resource recycling to improve material efficiency and reduce waste. - Establish a green building materials database to strengthen the management and application of key materials. - Research and develop waste stone remanufacturing technology, which has been widely applied in headquarters renovations as an alternative solution in response to rising prices. - Recycle waste safety nets from construction sites into panel furniture, which has already been applied at the headquarters and will be promoted for use in the common facilities of future projects.

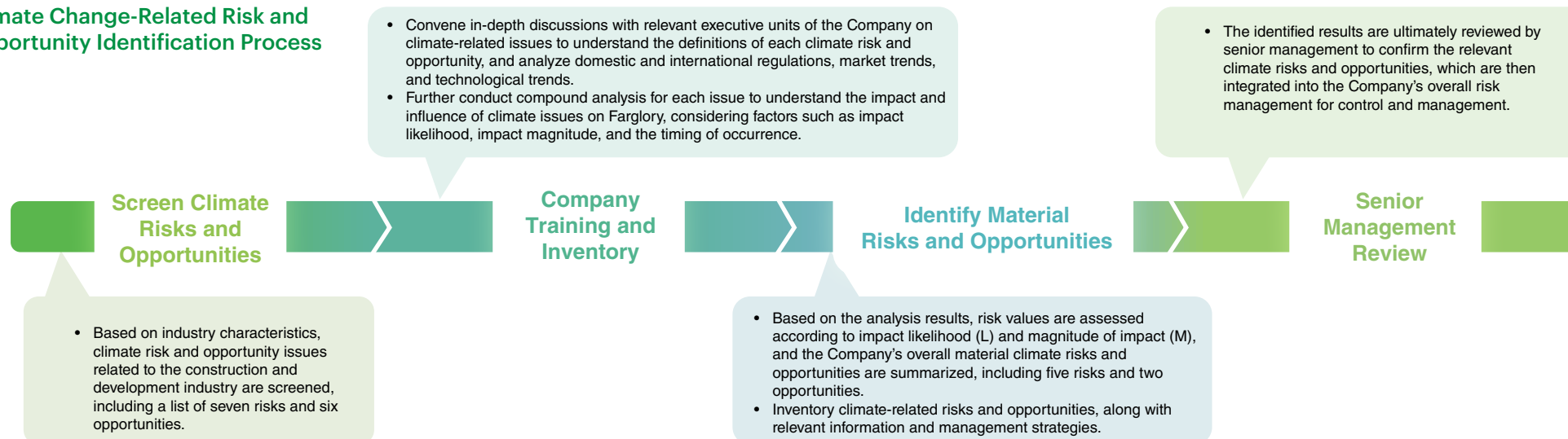


Risk and Opportunity Category		Issue Definition	Description of Impact on the Company	Impact Time Horizon	Response Strategies
Opportunity	Products and Services	Development or expansion of low-carbon products and services	- Changes in the economic landscape are driving demand for new construction and environmental engineering, increasing revenue and asset value. - Participate in zero-energy transition subsidies and promote high-value net zero buildings to meet market demand.	Medium-Term (3-10 YEARS)	- Promote the adoption of Green Building Silver Certification, Building Energy Efficiency Grade 1 Certification, and Low-Carbon Building Grade 1 Certification, and develop lightweight, durable, and energy-efficient building technologies. - Incorporate future climate data into passive building design. - Install solar photovoltaic (PV) systems and smart meters to enable the sale of surplus daytime electricity back to Taipower. - Promote green construction and continue to optimize material-saving construction methods. - Work with industry partners to develop low-carbon, energy-saving, and circular building materials.
	Resource Use Efficiency	Transition toward more efficient buildings	Improve building energy efficiency, reduce resource consumption and pollution, lower operating costs, and enhance asset value.	Medium-Term (3-10 YEARS)	- Establish an EUI review system to strengthen building energy management. - Promote source reduction, resource recycling, and green operations to reduce environmental impacts. - Energy-saving retrofit of the headquarters building: - Replace the energy-saving chiller system. - Fully introduce energy-saving elevators. - Install heat-insulating films and energy-saving lighting fixtures on self-owned floors. - Case-specific energy-saving strategies: - Research and develop water recycling and reuse technologies to improve water resource efficiency. - Introducing rainwater detention facilities. - Study sponge city strategies and develop feasible building design solutions.

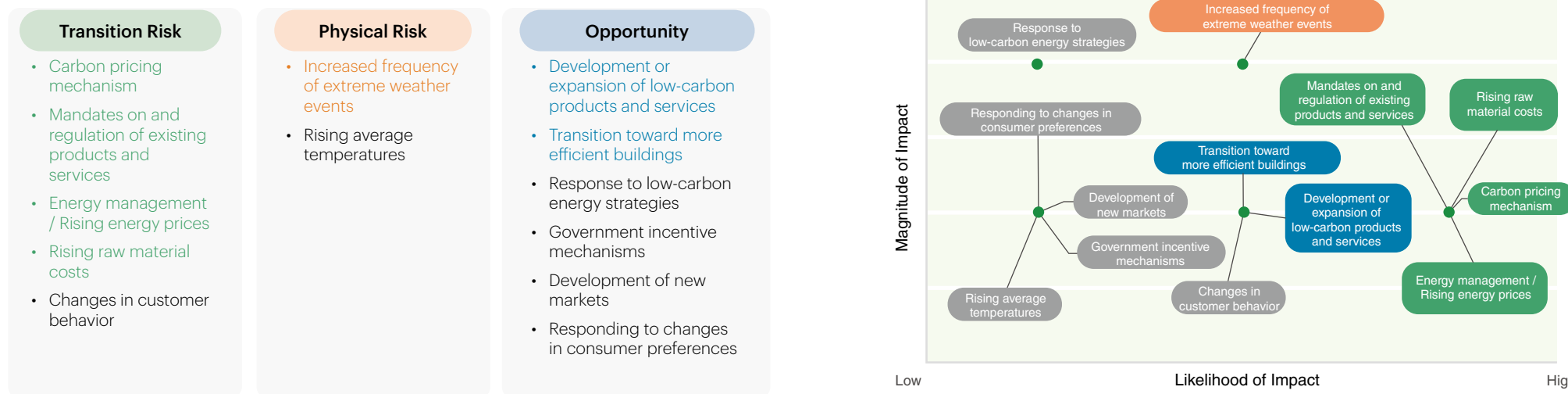


III. Risk Management

Climate Change-Related Risk and Opportunity Identification Process



Climate Change Risk and Opportunity Matrix (5 Material Risks and 2 Material Opportunities)





IV. Scenario Analysis

Scenario Analysis Process:

Step 1. **Select material climate risks and opportunities**

Step 2. **Identify potential impact pathways and financial impact parameters**

Step 3. **Quantify scenario analysis**

Step 4. **Analyze results and formulate response strategies**

Step 1 Select Material Climate Risks and Opportunities

To strengthen the management foundation for climate-related issues, Farglory Land Development selected items with significant materiality for quantitative analysis based on the assessment results of the climate risk and opportunity matrix. The scope of the 2025 quantitative assessment covered the physical risk of "increased frequency of extreme weather events;" the transition risks of "mandates on and regulation of existing products and services," "carbon pricing mechanism," "energy management / rising energy prices," and "rising raw material costs;" and the climate-related opportunities of "development or expansion of low-carbon products and services" and "transition toward more efficient buildings." These serve as important bases for subsequent risk management, strategic planning, and operational decision-making.

Transition Risks:

Farglory Land Development continues to identify, assess, and quantify material climate transition risks to understand the potential impacts of the low-carbon transition on operations and financial performance. In 2025, the Company conducted scenario analysis on "mandates on and regulation of existing products and services," "carbon pricing mechanism," "energy management / rising energy prices," and "rising raw material costs," and used the results as references for risk management, product strategy, and operational decision-making.

As the carbon fee system, sustainable finance regulations, and relevant guidelines for the identification of sustainable economic activities are gradually promoted, the building development industry must not only strengthen its own energy conservation and carbon reduction management, but it also must continue to enhance its ability to supply products and services such as green buildings, low-carbon building materials, and sustainable housing in response to policy requirements and market demand. Failure to respond to relevant regulations and transition trends in a timely manner may affect financing conditions, product competitiveness, and market performance. In addition, building development and construction projects involve substantial inputs of energy and raw materials. Fluctuations in energy prices will directly affect construction, transportation, and operating costs. Amid supply chain instability, intensifying extreme weather, and rising geopolitical risks, increases in raw material prices may further affect project cost structures and profitability.

Through scenario analysis of transition risks, Farglory Land Development is able to understand the impacts of policy, energy, and supply chain changes on its operations and adjust management measures and operating strategies accordingly to enhance its responsiveness and competitiveness amid the low-carbon transition.

Physical Risks:

Building development and construction projects rely heavily on stable construction schedules and on-site operating conditions. When extreme weather events such as typhoons, heavy rainfall, and high temperatures occur, they may cause construction site shutdowns, construction delays, engineering losses, and increased repair costs, thereby affecting project execution efficiency and cost control. As climate change intensifies, both the severity and frequency of extreme weather events are trending upward, and the risks of operational disruption and financial loss faced by the building development and construction industry may also increase accordingly. Therefore, in 2025, Farglory Land Development included "increased frequency of extreme weather events" in its scenario analysis to assess its potential impacts on construction progress, costs, and loss exposure, serving as a basis for subsequent adaptation and management optimization.

Opportunities:

In terms of climate-related opportunities, in 2025, Farglory Land Development conducted quantitative analysis on "development or expansion of low-carbon products and services" and "transition toward more efficient buildings" to assess their potential benefits for revenue growth, cost optimization, and asset value enhancement. The World Green Building Council's (WorldGBC) 2025 report "A Changing Business Case: Transforming Asia Pacific's Property Market Through Sustainable Buildings" indicates that sustainable buildings show stronger market performance, including rental premiums, higher occupancy rates, and lower operating costs, reflecting the market's continued increase in demand for low-carbon and high-efficiency buildings. Green buildings can also deliver energy savings of 20% to 60%, while helping enhance asset resilience and access to green finance. Based on these considerations, Farglory Land Development has included low-carbon product development and high-efficiency buildings in its climate-related opportunity assessment as important references for product strategy and operational planning.



Step 2. Identify Potential Impact Pathways and Financial Impact Parameters

Farglory Land Development uses the risk pathway method to assess the impacts of climate risks and opportunities on operations and further develops possible quantification approaches for the identified impacts. Next, through consultation interviews with the Company's department heads and consultants, historical data, and literature research, the Company gains an understanding of the substantive impacts of climate change on the Company under specific scenarios, designs quantification approaches that align with Farglory Land Development's current conditions, and finally collects or estimates the required financial parameters.

Climate Risks and Opportunities		Quantification Scenarios, Assumptions, Parameters, and Analysis Factors
Climate Risks	Mandates on and regulation of existing products and services	- Quantification scenario and assumptions: In line with policy developments such as the government's net-zero transition, sustainable finance, and the Taiwan Sustainable Taxonomy, the Company must enhance its capacity to supply energy-saving, carbon-reducing products and sustainable buildings to meet policy requirements and market demand. - Parameters and analysis factors: Design and construction costs for meeting the Green Building Silver Level or above, and procurement costs for green building materials.
	Carbon pricing mechanism	- Quantification scenario and assumptions: Under the carbon pricing mechanism implemented by the government, the Company will face additional costs for carbon emissions. - Parameters and analysis factors: Estimated carbon fee prices announced by the Ministry of Environment and the IEA, and the Company's expenditures on investing in more energy-efficient and environmentally friendly technologies and materials.
	Energy management / Rising energy prices	- Quantification scenario and assumptions: Building development and construction projects involve substantial energy inputs. Rising energy prices will drive up construction, transportation, and operational management costs, with a particularly significant impact on projects with intensive energy use. - Parameters and analysis factors: Recent electricity price adjustments, the Company's electricity usage, energy use trends, and the impact of future operating scale growth on energy demand.
	Rising raw material costs	- Quantification scenario and assumptions: Affected by supply chain fluctuations, extreme weather, geopolitical risks, and sustainability transition trends, prices of major building materials and raw materials may continue to rise, further driving up construction costs. - Parameters and analysis factors: Price changes, procurement volume, and the cost structure of major building materials and raw materials over the past two years, with a focus on rebar, concrete, and formwork.
	Increased frequency of extreme weather events	- Quantification scenario and assumptions: Under the IPCC AR6 SSP5-8.5 scenario, Taiwan's future climate conditions are expected to become increasingly severe. By mid-century, heavy rainfall is projected to increase by 20%, which may lead to construction delays, asset impairment, and other impacts. - Parameters and analysis factors: Damage to construction sites, sold projects, rental assets, offices, and site offices caused by extreme scenarios, as well as construction delays, additional interest costs, and other impacts.
Climate Opportunities	Development or expansion of low-carbon products and services	- Quantification scenario and assumptions: In response to changes in the economic landscape, demand for new construction and environmental engineering may arise, increasing revenue and asset value. By actively participating in subsidy measures related to the transition toward zero-energy buildings, the Company may benefit from higher unit prices for net-zero-energy buildings, while consumer demand for such buildings also increases. - Parameters and analysis factors: The Company's sales volume of Green Building Silver Level or above projects in recent years and estimates of future growth.
	Transition toward more efficient buildings	- Quantification scenario and assumptions: By improving the energy efficiency of new and existing buildings, the Company reduces operational energy consumption, saves electricity expenses, and reduces carbon emissions, thereby enhancing building asset value and market competitiveness. - Parameters and analysis factors: Electricity usage at Farglory's operating sites and construction projects; costs of implementing energy-saving designs and equipment; improvements in building energy efficiency; and electricity-saving benefits.

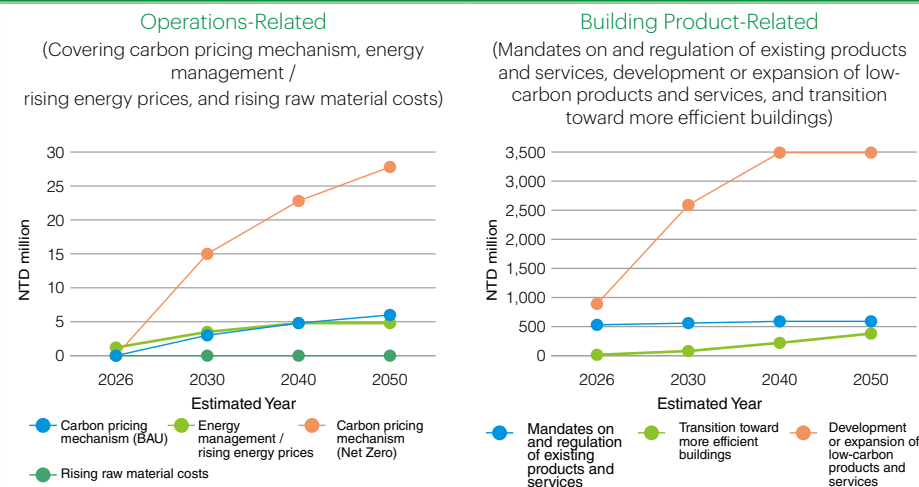


Step 3. Quantify Scenario Analysis

After the impact pathways are confirmed, the collected financial parameters are substituted into formulas to estimate financial impacts, in order to understand the financial effects of various risks and opportunities on the Company (presented as a percentage of estimated revenue in 2030).

Climate Risks and Opportunities		Operational Impacts
Climate Risks	Increased frequency of extreme weather events	- Construction delays at construction sites caused by strong winds and torrential rain disasters, resulting in higher labor costs and financing costs - Damage to construction site, office equipment, and products caused by strong winds and torrential rain - Damage to unsold projects and rental assets caused by strong winds and torrential rain - Typhoon preparedness arrangements
	Mandates on and regulation of existing products and services	- Impact of the Taiwan Sustainable Taxonomy on building investment and financing - Additional costs of green buildings (excluding procurement of green building materials) - Procurement and use of green building materials.
	Carbon pricing mechanism	Additional fees imposed by the government on carbon emissions
	Energy management / Rising energy prices	Rising energy prices required for building development and construction activities
	Rising raw material costs	Rising prices of bulk materials required for building development and construction activities
Climate Opportunities	Development or expansion of low-carbon products and services	Sales of green buildings or low-carbon buildings
	Transition toward more efficient buildings	Improved building energy efficiency, resulting in electricity cost savings and reduced emissions.

Farglory Land Development 2026–2050 Forecast of Financial Impacts from Climate Change Transition Risks and Opportunities



Note 1: Financial impact analysis is conducted based on the estimated revenue in 2030.

Note 2: The assessment years are 2026, 2030, 2040, and 2050, with data presented for 2025–2050.

Note 3: Because the occurrence of physical risks is based on extreme weather event scenarios (which may occur immediately or may not occur at all), the year of occurrence cannot be presented in a line chart.

Risk and Opportunity Type	Physical Risk	Transition Risk					Opportunity	
	Increased severity of extreme weather events	Carbon pricing mechanism (BAU)	Carbon pricing mechanism (Net Zero)	Mandates on and regulation of existing products and services	Energy management / rising energy prices	Rising raw material costs	Development or expansion of low-carbon products and services	Transition toward more efficient buildings
Estimated Financial Impact from 2026 to 2050 (As a percentage of revenue)	0% ~ 0.03%	0% ~ 0.02%	0% ~ 0.08%	1.49% ~ 1.70%	0% ~ 0.01%	Detailed remarks*	2.58% ~ 10.05%	0.04% ~ 1.08%

Note 1: Due to severe fluctuations in international raw material markets in recent years, prices of bulk materials such as steel have been significantly affected by factors including global economic cycles, supply-and-demand adjustments, geopolitical developments, and policy changes. Short-term price movements may not necessarily represent future long-term trends. Given that the current quantitative results are highly sensitive to assumptions and the baseline period, Farglory will continue to optimize its assessment methodology and further evaluate the disclosure of quantitative information once data stability and representativeness improve.



Step 4. Analysis Results and Response Strategies

Through the above analysis, Farglory Land Development understands the financial impact that may arise from transforming its projects into green buildings. Although green building-related expenditures will be incurred from 2025 to 2050 (0.14–0.53%), this transformation can also open up new markets of considerable scale (2.58–10.05%). Farglory Land Development will actively expand and conduct in-depth research on green building-related initiatives to respond to potential future impacts and market opportunities. For Farglory Land Development's green building design planning, research, and development, please refer to Section [2.1 Green Energy Buildings](#).

On the other hand, extreme weather events may also affect construction sites, office operations, and assets held by the Company (0.03%). To effectively withstand natural disasters, Farglory Land Development incorporates comprehensive reviews and discussions by hydraulic engineering experts into project design, including reviews of drawings and regional flood records, the design of typhoon-resistant louvers, and the implementation of flood control and drainage measures. For construction site operations, work sequences are adjusted based on actual conditions, and periods of suspension due to heavy rainfall are incorporated into project schedules. In addition, throughout the development, site selection, construction, and post-completion stages, Farglory Land Development continues to monitor the flooding potential of land and housing assets, as well as operating sites. The Company coordinates manpower and equipment across departments and invests in relevant management measures to avoid potential damage.

In response to the upcoming implementation of the carbon fee system, we have incorporated the "carbon pricing mechanism" into our risk management. The introduction of carbon fees is estimated to have a 0-0.08% impact on revenue. According to the 2025 greenhouse gas inventory data, our Scope 1 emissions mainly come from indirect emissions from purchased electricity. Therefore, energy conservation is the primary objective for reducing carbon emissions. In addition, rising energy prices in recent years have had an impact of 0–0.01% on our operating costs. Accordingly, we will reduce electricity consumption year by year through measures such as hardware upgrades, thereby reducing the financial impacts of carbon fee collection and rising energy prices.

Affected by international trends over the past two years, prices of certain raw materials have shown a downward trend. Based on the assessment, the current scenario analysis indicates that raw material costs have not yet caused a significant negative financial impact on the Company. Nevertheless, future raw material price trends remain highly uncertain. Farglory will continue to monitor market changes and enhance procurement flexibility through bulk procurement and cost control mechanisms to reduce the risk of price fluctuations. In addition, the Company continues to introduce new construction methods, such as the aluminum formwork construction method. Compared with traditional timber formwork, aluminum formwork offers advantages such as shorter construction time and reusability. It not only helps reduce construction manpower requirements but also further improves overall cost efficiency as the number of reuses increases.

V. Metrics and Target Management

Every two years, Farglory Land Development collects and quantifies relevant data based on TCFD cross-industry metric categories. In 2025, the Company analyzed "construction projects in progress," "completed projects pending sale," "owned real estate (for lease)," and "operating sites." Approximately 68% of assets may face physical risks under extreme weather event scenarios; approximately 11.11% of assets may face green building transition risks; and approximately 88.89% of assets have green building opportunities. Upholding the principles of prevention and sustainable development, Farglory Land Development estimates that it invested approximately NTD 340 million in related items in 2025.

TCFD Cross-Industry Metric Item		
Description of Cross-Industry Metric		Percentage of the Item
Physical Risk	Percentage of Farglory Land Development's 2025 "construction projects in progress," "completed projects pending sale," "owned real estate (for lease)," and "operating sites" located in areas with high flooding potential under the IPCC AR6 SSP5-8.5 scenario	68.00% ^{Note1}
Transition Risk	Farglory Land Development's 2025 building products and assets below Green Building Silver Level, including "construction projects in progress," "completed projects pending sale," and "owned real estate (for lease)"	11.11% ^{Note2}
Opportunity	Farglory Land Development's 2025 building products and assets at Green Building Silver Level or above, including "construction projects in progress," "completed projects pending sale," and "owned real estate (for lease)"	88.89% ^{Note3}

Note 1: Formula = Number of assets and operating sites affected under extreme weather event scenarios / Total number of assets and operating sites.

Note 2: Formula = Number of assets below Green Building Silver Level / Total number of assets.

Note 3: Formula = Number of assets at Green Building Silver Level or above / Total number of assets.



Metric	GHG Emissions	Energy Management	Increased Frequency of Extreme Weather Events	Mandates on and Regulation of Existing Products and Services / Development or Expansion of Low-Carbon Products and Services / Transition Toward More Efficient Buildings
Targets	2026: To review the carbon reduction performance of FG Next passive design, Farglory Land Development will include Category 5 indirect greenhouse gas emissions related to the use of products in the inventory scope. The Company will reset 2024 as the base year, review its strategies, and establish medium- and long-term carbon reduction targets.	2026: 100% of new commercial, factory, and office projects, residential projects to obtain Level 1 or higher Building Energy-Efficiency Label certification.	- Starting from 2024, green roofs and rainwater collection systems will be fully introduced in new projects to strengthen surface water flow control. - Priority will be given to sites with good natural drainage, while areas with high flood risk will be avoided to reduce future flooding impacts.	<Low-Carbon Transition – Developing Green Buildings and Low-Carbon Buildings> 2026: 100% of new residential projects shall obtain Green Building Labels at the Silver level or above and Low-Carbon Building certification at Level 2 or above. 100% of new commercial, factory, and office projects shall obtain Green Building Labels at the Silver level or above and Low-Carbon Building certification at Level 1 or above. 2030: 100% of new residential projects shall obtain Green Building Labels at the Silver level or above, with at least 30% achieving the Gold level. 100% of new commercial, factory, and office projects shall obtain Green Building Labels at the Silver level or above, with at least 50% achieving the Gold level. In addition, 100% of both residential and commercial, factory, and office projects shall obtain Low-Carbon Building Labels at Level 1 or above. <Circular Use – Promoting Source Reduction and Resource Recycling in Buildings> 2026: The usage rate of green building materials in construction projects shall reach 65% for indoor spaces and 25% for outdoor spaces; at least one new project shall adopt the aluminum formwork construction method. 2030: The usage rate of green building materials in construction projects shall reach >70% for indoor spaces and >30% for outdoor spaces; at least 20% of new projects shall adopt the aluminum formwork construction method.
Implementation Status	In 2025, the total emissions of Farglory Land Development and Farglory Construction were 377,303.577 metric tons CO₂e/year, representing an increase of 52.87% compared with 246,818.692 metric tons CO₂e/year in 2024. The increase was mainly attributable to Category 5, "indirect greenhouse gas emissions related to the use of products," in the inventory items. This category is recognized based on projects that obtained occupancy permits during the year, and is therefore easily affected by differences in the volume, scale, and timing of recognition of completed projects, resulting in greater annual fluctuations in emissions.	- In 2025, three projects obtained Building Energy-Efficiency Candidate Certificates. In addition, among new projects that have obtained building permits, 10 are expected to obtain the Building Energy-Efficiency Candidate Certificate within 1 to 2 years. - Passive design uses wind field simulations to determine appropriate building orientations, thereby reducing energy consumption. In 2025, a total of 9 projects completed passive design.	In 2024, Farglory Land Development adopted green roofs and rainwater collection systems for all projects that obtained building permits, helping control surface water flow.	- In 2025, a total of 6 projects obtained Green Building Candidate Certificates, and 4 projects obtained Green Building Labels. - Research and Development of Green Building Materials: - Formulate measures to reduce carbon emissions generated from the production and transportation of building materials. - Reduce the use of building materials, and study structural rationalization, building lightweighting, durability enhancement, and the use of recycled building materials.
Capital Allocation	- Capital allocation for "greenhouse gas emissions" and "energy management" includes carbon reduction measures and the deployment of relevant management personnel. 2025-2050: Estimated annual investment of approximately NTD 1.72 million, accounting for approximately 0.28% of total expenditure.		- Capital allocation for "increased frequency of extreme weather events" includes flood control facilities for construction sites and projects. 2025-2050: Estimated annual investment of approximately NTD 340.26 million, accounting for approximately 56.01%-56.23% of total expenditure.	- Capital allocation for "mandates on and regulation of existing products and services" and "development or expansion of low-carbon products and services" includes research and development and certification for Green Building Silver Level or above. 2025-2050: Estimated annual investment of approximately NTD 263.18-265.55 million, accounting for approximately 43.49%-43.71% of total expenditure.



3.1.2 Energy and GHG Inventory GRI 302-1、302-2、302-3、302-4、305-1、305-2、305-3、305-4、305-5

To safeguard environmental sustainability and reduce the environmental impacts of its organizational operations, Farglory Land Development continues to enhance and improve its management of environmental issues. The Company establishes environmental targets and action plans in accordance with the "Farglory Land Development Environmental Policy," while also conducting strong internal communication to raise employees' awareness and encourage action on energy conservation and carbon reduction.



Farglory Land Development Environmental Policy

Greenhouse Gas Inventory



The 2025 greenhouse gas emissions inventory was conducted in accordance with ISO 14064-1:2018. Farglory Land Development's total emissions in 2025 increased by 188,872 metric tons CO₂e/year compared with 2024. This was mainly because the number of projects that obtained occupancy permits during the period increased, and because the building volume and scale of these projects were larger, resulting in a significant increase in emissions from the building use stage (Category 5). In addition, Farglory Construction's total emissions in 2025 decreased by 58,382.66 metric tons CO₂e/year compared with 2024. This was mainly because construction site electricity use was changed from diesel generators to temporary power supply applications, reducing fuel consumption and thereby decreasing Category 4 emissions, with part of the emissions shifting to purchased electricity (Category 2). Overall changes in emissions mainly reflected changes in operating scale and adjustments to the energy use structure.

◀ Certified by SGS Greenhouse Gas Inventory

Statistics on Emissions by Category of Farglory Land Development and Farglory Construction over the Past Two Years

Company Name Year	Farglory Land Development				Farglory Construction			
	2024		2025		2024		2025	
Report on Emissions by Category	Emission Equivalent (metric tons CO ₂ e/year)	Percentage (%)	Emission Equivalent (metric tons CO ₂ e/year)	Percentage (%)	Emission Equivalent (metric tons CO ₂ e/year)	Percentage (%)	Emission Equivalent (metric tons CO ₂ e/year)	Percentage (%)
Category 1: Direct GHG Emissions and Removals	13.2594	0.018%	8.7637	0.003%	64.3112	0.037%	34.6641	0.030%
Category 2: Indirect GHG Emissions from Imported Energy	197.6273	0.274%	201.6375	0.077%	3,352.9525	1.920%	2,865.7069	2.465%
Category 3: Indirect GHG Emissions from Transportation	56.8288	0.079%	50.1662	0.019%	60.6196	0.035%	93.4043	0.080%
Category 4: Indirect GHG Emissions from Products Used by the Organization	67.5883	0.094%	84.3972	0.033%	171,167.1566	98.009%	113,268.6044	97.425%
Category 5: Indirect GHG Emissions Associated with the Use of Products	71,838.3480	99.535%	260,700.6049	99.868%	-	-	-	-
Total Emissions	72,173.652	100.00%	261,045.569	100.00%	174,645.040	100.00%	116,262.380	100.00%
Direct Emissions from Biomass	-	-	-	-	-	-	-	-
Total Emission Intensity (metric tons CO ₂ e/ping)	60.53	-	218.93	-	-	-	-	-
Total Emission Intensity (metric tons CO ₂ e/NTD million of revenue)	3.234		8.401		13.786		9.011	



Energy Management

Farglory Land Development's primary energy consumption comes from electricity used in the workplace. The G2 headquarters office building uses energy-saving lighting fixtures, and the Company has installed energy-saving films on glass curtain walls for its self-owned floors. Chillers and elevators have also been fully replaced with energy-saving equipment to reduce energy consumption in self-owned workplaces and achieve energy conservation and electricity savings. In 2025, electricity consumption at construction sites and site offices showed a downward trend compared with 2024. This was mainly because most projects entered the completion or finishing stage, resulting in relatively lower construction intensity and demand for temporary facilities, which in turn reduced overall electricity consumption. In terms of office electricity use, overall electricity consumption in 2025 increased compared with 2024, mainly due to changes in daily operations and personnel usage needs.

Energy Use over the Past Two Years

Energy Item	Unit	Farglory Land Development (Farglory International Center and Manhattan Building)		Farglory Construction (Farglory International Center)		Farglory Construction (Construction Sites and Site Offices)	
		2024	2025	2024	2025	2024	2025
Direct Energy Consumption	GJ	112.54	109.53	82.45	64.98	240.56	-
Indirect Energy Consumption	GJ	1,500.97	1,527.23	616.05	791.29	24,849.41	20,973.58
Total Energy Consumption	GJ	1,613.51	1,636.76	698.50	856.27	25,089.97	20,973.58
Year-on-Year Growth Rate	%	9%	1.44%	55.48%	22.58%	46.31	-16.41%
Energy Intensity	(GJ/m ²)	0.41	0.42	0.31	0.38	-	-

Note 1: The floors used by Farglory Land Development's headquarters office (Farglory International Center) are 11F, 16F, 17F, and the B2 warehouse. The Kaohsiung office (Manhattan Building) uses 25F-2, totaling 1,192.36 ping.

Note 2: The floors leased by Farglory Construction in the headquarters building are 15F, 18F, and the B2 warehouse, totaling 674.06 ping.

Sustainable Workplace

Farglory Land Development has long been committed to green offices and promotes workplace energy conservation measures, such as using lighting timers, encouraging the reuse of recycled paper for printing, and purchasing energy-efficient electrical appliances. These measures not only reduce the Company's energy consumption but also raise employees' environmental awareness.

Farglory Headquarters Office Building Obtained the "Green Building Label at Silver Level – Renovation Category."

Completed in 1992, Farglory International Center has implemented air-conditioning system improvements, including the replacement of chillers, cooling water pumps, and chilled water pumps. These improvements are expected to reduce carbon emissions by 489.49 metric tons CO₂e per year, and the building has obtained Taiwan's Renovation (EEWH-RN) certification. This improvement not only enhances the environmental friendliness of the building but also demonstrates Farglory's commitment and contribution to sustainable development.





Energy Management Strategy

Management Indicator	Management Strategy
Renewable Energy Usage Rate	Farglory Land Development does not use renewable energy.
Improve Energy Use Efficiency	- Reshape the project development model, from land assessment and product positioning to building design, and commit to developing green buildings and low-carbon buildings. - Research and develop energy-saving building design, promote building lifecycle carbon inventories and the establishment of a building EUI database, and establish a building EUI review system. The target is for 100% of new commercial office and factory-office projects to obtain Building Energy Efficiency Level 1 certification by 2030, actively reducing the environmental impact of buildings across their lifecycle. - Promote green operations by strengthening energy conservation and carbon reduction management at the headquarters building, continuing to implement energy conservation and carbon reduction measures, and raising employees' awareness and actions regarding energy conservation and carbon reduction. Examples include introducing automatic lighting-time control equipment on self-owned floors to reduce electricity consumption for lighting, and installing energy-saving films on glass curtain walls to reduce building energy consumption and the environmental impact of headquarters operations.

Energy Conservation Targets and Action Plans

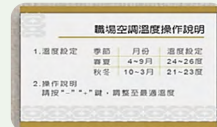
Environmental Target		Action Plan	
Management Strategy	Management Indicator	Expected Implementation Period	Implementation Approach
Low-Carbon Transition	Reduce Headquarters Electricity Consumption	Short-Term Target	Install automatic lighting time-control equipment on the headquarters' self-owned floors to reduce lighting electricity consumption.
			Install energy-saving films on glass curtain walls on the self-owned floors of the headquarters to reduce building energy consumption.
			Set up hardware equipment for sorting and recycling areas on the headquarters' self-owned floors.
Low-Carbon Transition	Reduce Electricity Consumption at Construction Sites and Offices	Short-term Target	Gradually replace existing ballasts at company-owned construction sites with high-efficiency models. Replace conventional T8 lighting fixtures in low-use office areas with LED fixtures at the end of their service life or upon failure to improve energy efficiency.
	Plan the Use of Renewable Energy	Short-Term Target	The Company has installed a rooftop solar photovoltaic system at its self-held commercial office asset M43 (installed capacity: 98.98 kW). The system adopts a self-generation and self-consumption model, with annual power generation of approximately 63,000 kWh (based on conservative estimates).
Circular Use	Resource reduction, recycling, and circular use	Long-Term Target	Install water-saving equipment on the headquarters' self-owned floors.
		Ongoing	Review waste sorting and recycling status year by year, and promote employee waste reduction programs.

Energy-Saving Hardware Equipment and Energy Conservation Measures

Farglory Land Development values corporate social responsibility. By promoting green offices and energy conservation measures, the Company not only reduces its environmental impact, but also raises employees' awareness of the importance of environmental protection, encouraging them to contribute together to creating a better planet.

Indoor Air-Conditioning

- Set office air-conditioning to optimal indoor temperatures
Spring and summer (April–September): 24–26° C
Autumn and winter (October–March): 21–23° C



Office Lighting

- Use LED energy-saving lighting fixtures, with lights automatically turned off during lunch breaks and after working hours.
- Implement zone-based lighting control in the office: the last person to leave each area should first turn off the corridor push-button switch.
- Employees working overtime are encouraged to develop the habit of turning off lights after using common areas, such as pantries and restrooms.



Printing/Copying

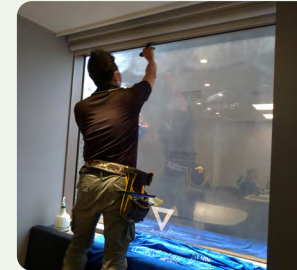
- For informal documents not intended for external use, employees are encouraged to reuse recycled paper for printing, or to use double-sided printing, 2-up printing, or 4-up printing. Printers are automatically set to black-and-white printing to reduce color ink printing.
- Each employee must shut down their computer before leaving work.
- Turn off office equipment when it will not be used for an extended period and before leaving work.
- Purchase or lease computers and copiers with the Energy Efficiency Label.



Electricity-Saving Measures

- Apply heat-insulating films to glass curtain walls to strengthen heat insulation, enhance cold protection, and reduce air-conditioning energy consumption.

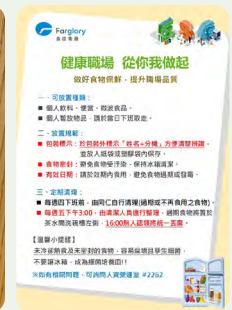
1. Glass surface cleaning



2. Moisture (spray water) for heat insulation film



3. Positioning of heat insulation film



Public Spaces

- Purchase electrical appliances with the Energy Efficiency Label and place energy conservation reminders nearby.
- Clean refrigerators every Friday afternoon to save energy.
- Assist in checking whether restroom equipment is properly turned off. If any abnormality is identified, notify the Human Resources and General Affairs Office or the Management Center.
- Install carbon dioxide monitors in meeting rooms to measure indoor air quality.

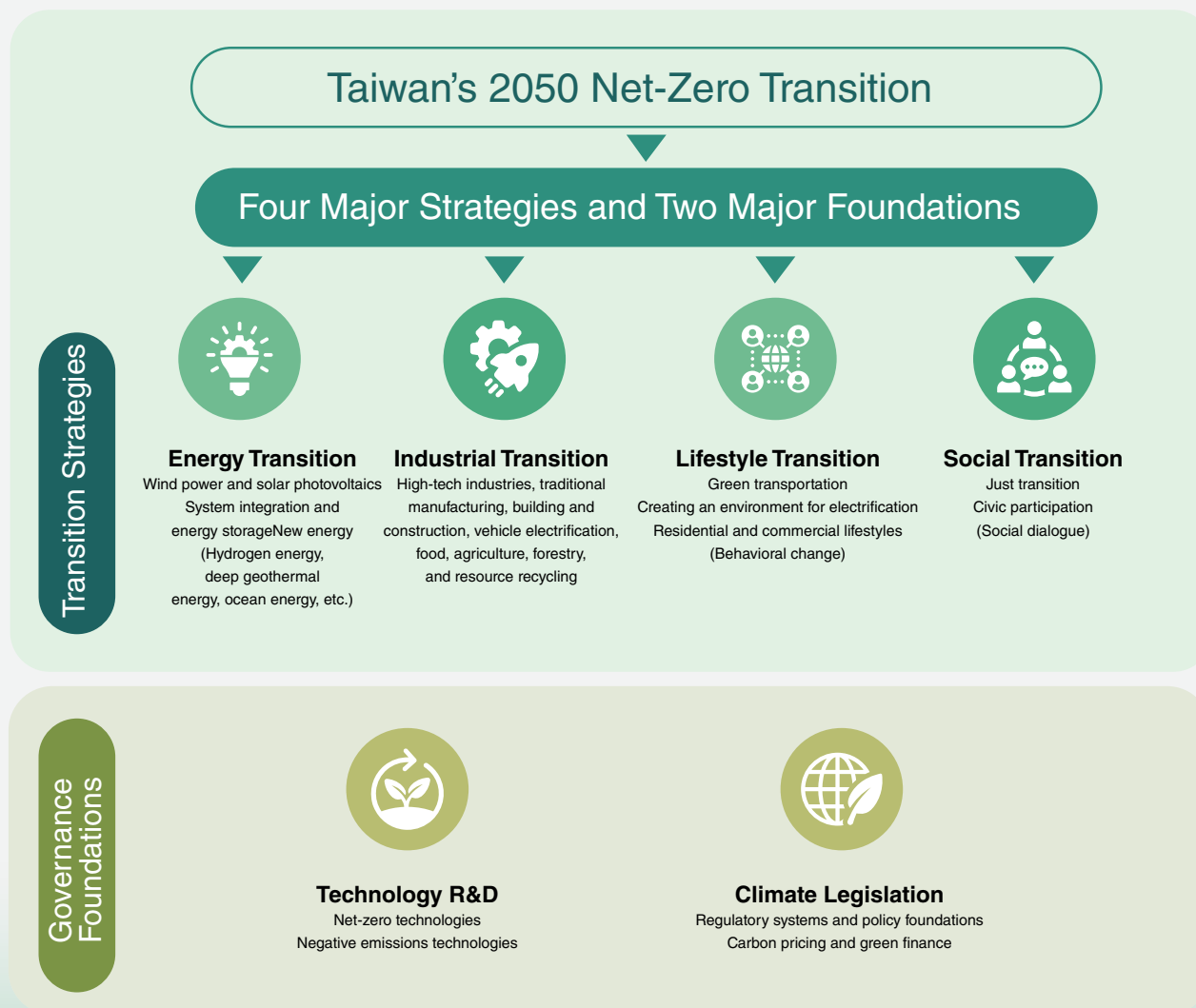


3.2 Environmental Impact Management

3.2.1 Operational Environment Impact Management Strategy GRI 303-3、306-1、306-2、306-3、306-4、306-5、101-1、101-4、101-5

The construction industry has a significant impact on the environment. In "Taiwan's Pathway to Net-Zero Emissions in 2050," which was formulated by the government, the building and construction industry is also identified as a key industry for transformation. How to reduce the high energy consumption caused by housing construction, as well as the resulting construction waste, is an urgent issue we must address.

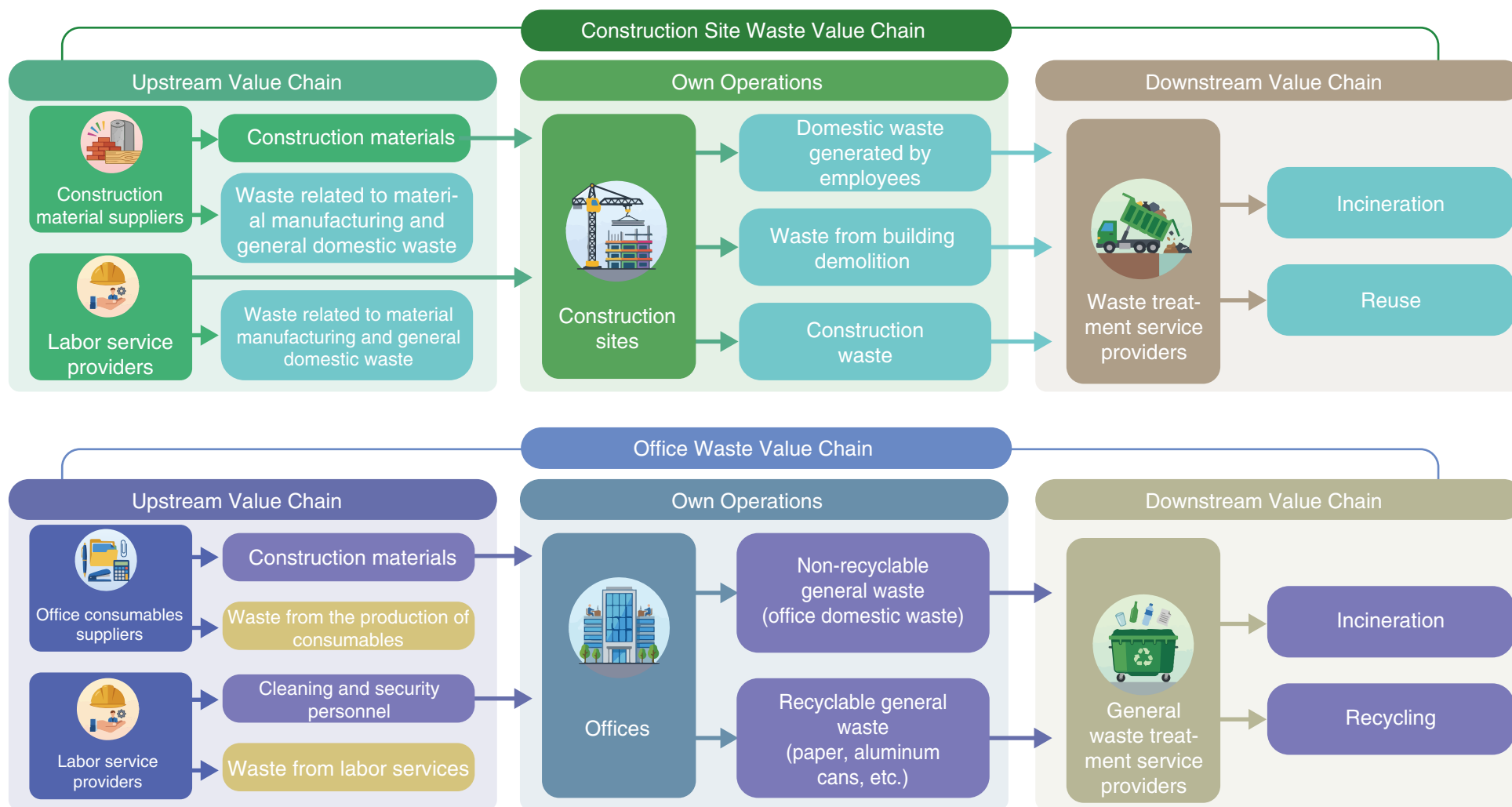
Farglory Land Development promotes green and sustainable development with "waste management" and "water resource management" as its core priorities. In terms of waste management, we begin at the design source by adopting recycled materials and reducing construction waste. We also work with Farglory Construction to conduct waste inventories and reduction initiatives, thereby ensuring effective resource use and reducing environmental impacts. In terms of water resource management, we install water-saving equipment in the workplace and promote water conservation education to improve water resource use efficiency, thereby demonstrating our responsibility and commitment to the environment.



Waste Management

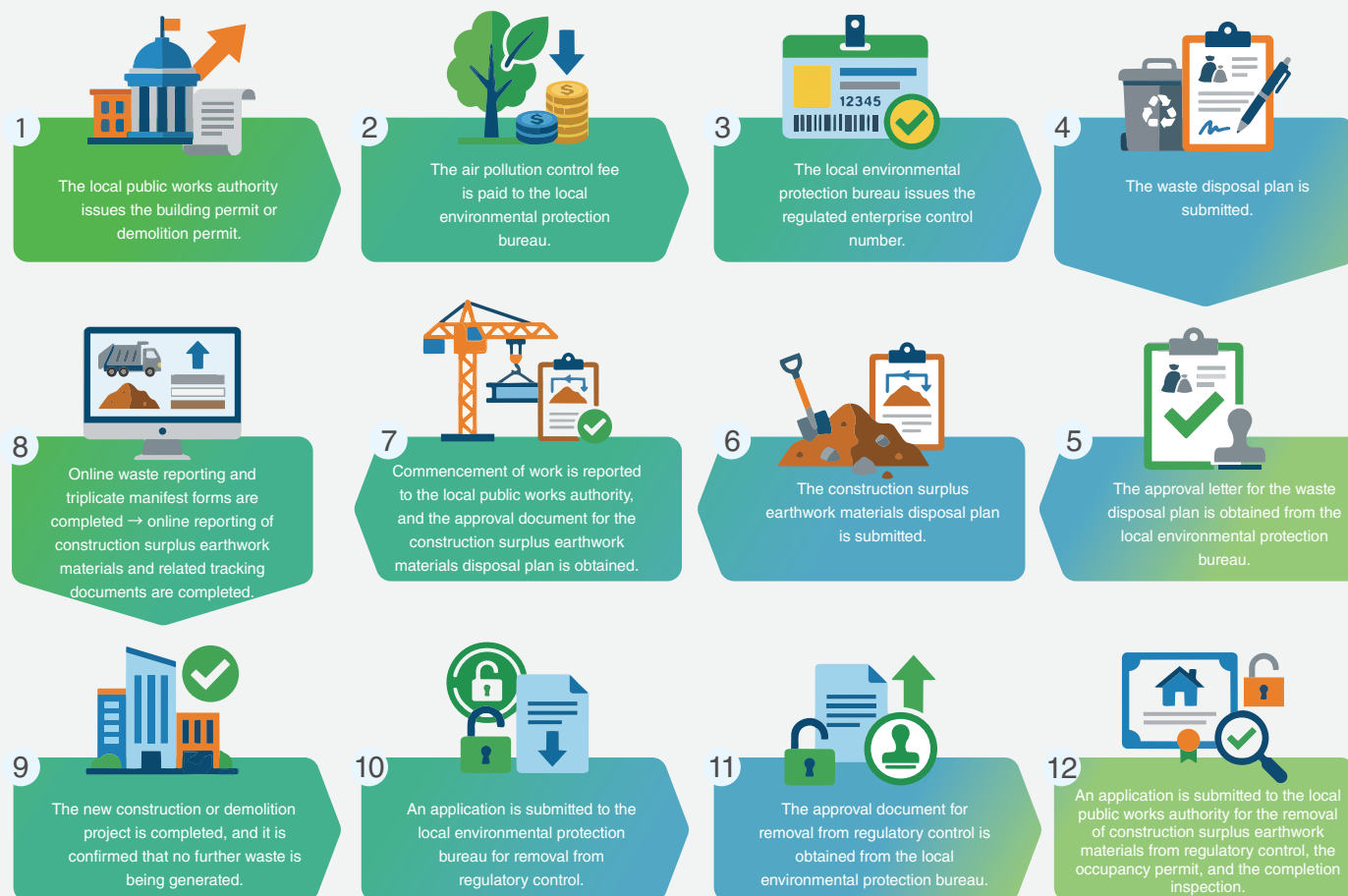
● Waste Value Chain

To improve the efficiency of resource recycling and reuse, as well as to reduce environmental impacts, Farglory Land Development and Farglory Construction have identified the waste value chain for construction sites and offices. Through waste value chain management, we are able to transform recyclable materials into new resources, reduce treatment costs, realize a circular economy, and demonstrate our commitment to sustainable development.



● Construction Waste Management and Treatment Process

Construction waste generated by Farglory Land Development and its construction partners during the construction of each project is handled in accordance with the "Construction Waste Management Strategy" of the former Environmental Protection Administration, Executive Yuan. Construction sites carry out waste reduction, sorting, and recycling operations, and qualified treatment institutions are engaged to handle waste disposal, which helps to reduce and prevent illegal dumping.



臺灣證券交易所營業標準營業計劃中心 營業標準與自行訂制規則之統一									
每季營業 月利方式		222025011200004		逐次交付利息(含未)		逐期交付利息(預付)		4110 逐期利息	
		資產		債務者				負債	
402025 逐期資產計畫(逐月) - 滿期 投資及非投資性：逐月				L20202521 建隆證券股份有限公司				L20205147 大遠證券股份有限公司	
(402) 半年中可收回現金 0% - 1% 之 0% - 2% 逐期 逐月				每月可收回現金 每月平均一八八元				(434) 每月可收回現金 每月平均一八八元	
逐期逐月逐季交付				逐期逐月逐季交付				逐期逐月逐季交付	
逐期逐月逐季交付		1121021		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		15-20		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		KES-6896		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	
逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付		逐期逐月逐季交付	

All construction waste clearance and transport operations are entrusted to legally qualified service providers, with triplicate forms duly completed.

Note: Farglory Land Development and its construction partners commission legally qualified treatment institutions to clear, treat, or reuse the construction waste generated, in accordance with the Waste Disposal Act.



● Statistics on Construction Waste

Waste generated at Farglory Construction sites is entrusted to legally qualified service providers for clearance and transport, and online reporting is conducted in accordance with the law. We are, therefore, able to conduct a complete inventory of the total amount of waste generated at construction sites and further implement effective waste management.

Types and Total Amounts of Waste Generated at Farglory Construction Sites Over the Years

Waste Type		Disposal Method	Unit	2024	2025
Industrial Waste	Non-Hazardous Waste (Non-Recyclable)	Landfill	Metric tons	1,104.56	2,795.90
	Non-Hazardous Waste (Recyclable)	Recycling or Reuse	Metric tons	10,867.66	15,584.92
	Hazardous Waste	-	Metric tons	0	0
Total Construction Waste			Metric tons	11,972.22	18,380.82
Construction Waste Intensity			Metric tons / NTD million of revenue	0.95	0.59

Note: In 2025, Farglory Land Development had a total of 27 projects under construction, of which 26 were contracted to Farglory Construction.

● Paperless Meetings

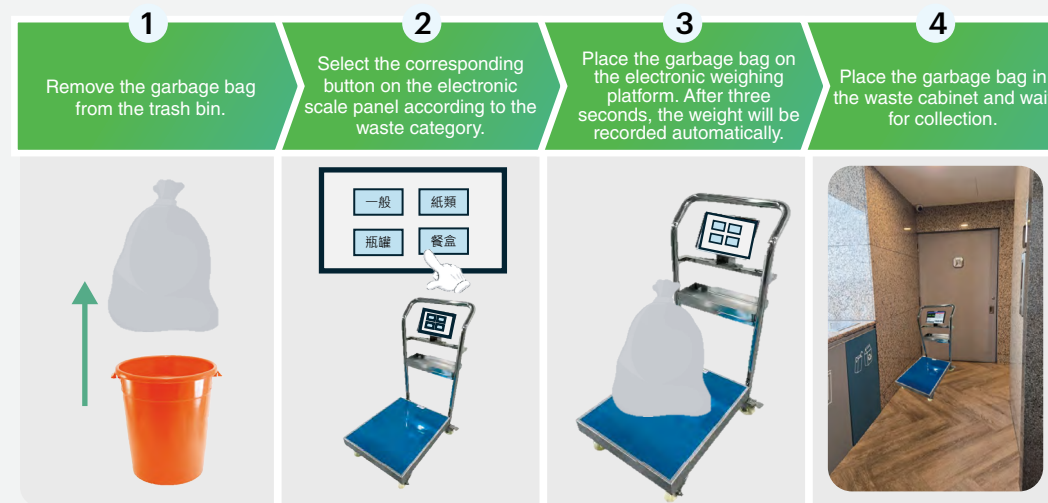
The Company actively promotes paperless operations. Through digital integration, paper forms, such as approval memos, payment request forms, collection forms, and work contact forms, have been integrated into the electronic approval system, further reducing paper consumption. To reduce paper waste from meetings, we store meeting materials in the cloud and provide laptops, tablets, and other devices. This enables meeting participants to access the latest materials in real time while improving both environmental performance and efficiency. In addition, the Company has promoted a paperless fax policy, replacing paper-based faxing with online transmission.

	Unit	Farglory Land Development		Farglory Construction	
		2024	2025	2024	2025
Copy Paper	Sheets	671,180	732,508	1,574,363	1,694,953

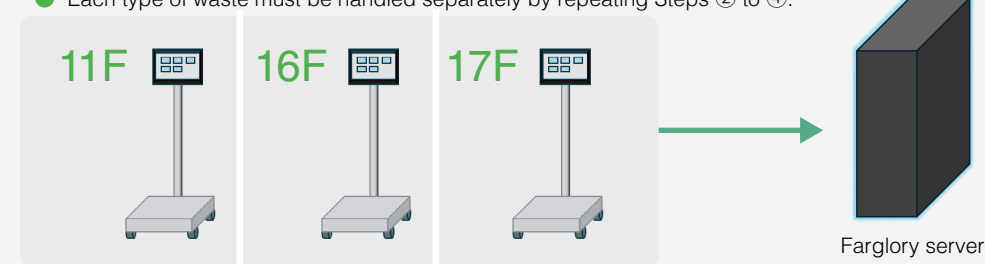
● Statistics on Office Waste

Farglory Land Development and Farglory Construction manage waste centrally at their headquarters and entrust legally qualified service providers with waste clearance and transport. All Farglory-owned floors are equipped with comprehensive waste-sorting and recycling areas. Through sorting labels and environmental awareness communication, the Company improves the efficiency of resource recycling and sorting. In 2025, the total waste generated by Farglory Land Development and Farglory Construction decreased by 1.54 metric tons and 1.07 metric tons, respectively.

In addition, an electronic weighing management mechanism was implemented in 2025, establishing processes for centralized waste collection, weighing records, and sorted recycling. Waste data is compiled daily and analyzed monthly, which enables the digital management of waste data while improving statistical accuracy and traceability.



● Each type of waste must be handled separately by repeating Steps ② to ④.



Types and Total Amounts of Waste Generated by Offices Over the Years

Waste Type		Disposal Method	Unit	Farglory Land Development		Farglory Construction	
				2024	2025	2024	2025
General Waste	Domestic Waste (Non-Recyclable)	Incineration	Metric tons	12.36	10.24	7.42	5.97
	Domestic Waste (Recyclable)	Recycling	Metric tons	2.19	2.77	1.40	1.78
Total Waste			Metric tons	14.55	13.01	8.82	7.75
Waste Intensity			Metric tons / NTD billion of revenue	0.65	0.42	0.70	0.60

Note 1: The floors leased by Farglory Land Development in the headquarters building (Farglory International Center) are 11F, 16F, 17F, and the B2 warehouse. The Kaohsiung office (Manhattan Building) uses 25F-2, with a total area of 1,192.36 ping.

Note 2: The floors leased by Farglory Construction in the headquarters building are 18F, 15F, and the B2 warehouse, with a total area of 674.06 ping.

Note 3: The combined waste intensity of Farglory Land Development and Farglory Construction was 0.0032 metric tons/m² in 2024 and 0.0026 metric tons/m² in 2025, respectively.



Water Resource Management

● Water Consumption Statistics for Construction Sites and Site Offices

Farglory Land Development and its construction partners attach importance to water resource management at construction sites. Through measures, such as on-site monitoring, recycling and reuse, and awareness-raising education, they conserve and use water resources effectively while reducing environmental impacts.

Water Withdrawal Sources and Water Withdrawal Volumes at Farglory Construction Sites and Site Offices Over the Years

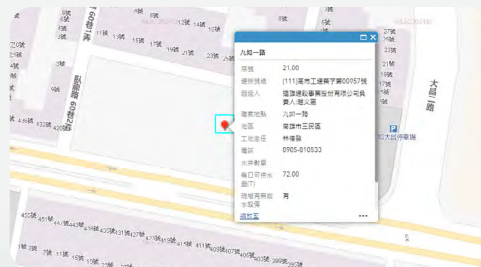
Water Withdrawal Source Category	Unit	2024	2025
Surface Water, Groundwater, Seawater, and Produced Water	Million liters	0	0
Third-Party Water (Tap Water)	Million liters	122.27	133.024
Total Water Withdrawal	Million liters	122.27	133.024
Water Consumption Intensity	Million liters / NTD million of revenue	0.010	0.010

Note: In 2025, Farglory Land Development had a total of 26 projects under construction, of which 25 were contracted to Farglory Construction.

● Groundwater Recycling and Reuse

To address water resource challenges in Kaohsiung, Farglory Land Development actively implements groundwater recycling and reuse in its new project, "Farglory Urban Sky Park." The extracted groundwater is used to suppress construction site dust, for firefighting, to irrigate urban greenery and plantings, and for household use by local residents. This effectively reduces tap water consumption, enhances the environmental performance of construction sites, and meets the community's water resource needs.

Farglory Land Development has worked with the Public Works Bureau of the Kaohsiung City Government to establish a free, non-potable water collection point within the "Farglory Urban Sky Park" project, which is expected to supply 72 metric tons of water per day. These measures not only ensure the sustainable use of groundwater resources but also promote a win-win outcome for economic development and environmental protection, thereby making an important contribution to the sustainable development of Kaohsiung City.



● Office Water Consumption Statistics

The headquarters office buildings of Farglory Land Development and Farglory Construction both use tap water as their water source, with no water withdrawn from water-stressed sources. In 2025, water consumption at Farglory Construction increased compared with the volume recorded in 2024, mainly due to an increase in the number of employees.

Office Water Withdrawal Sources and Volumes Over the Years

Water Withdrawal Source Category	Unit	Farglory Land Development		Farglory Construction	
		2024	2025	2024	2025
Surface Water, Groundwater, Seawater, and Produced Water	Million liters	0	0	0	0
Third-Party Water (Tap Water)	Million liters	3.68	3.50	2.17	2.05
Total Water Withdrawal	Million liters	3.68	3.50	2.17	2.05
Water Consumption Intensity	m ³ /m ²	0.93	0.89	0.97	0.92

Note 1: The floors leased by Farglory Land Development in the headquarters building (Farglory International Center) are 11F, 16F, 17F, and the B2 warehouse. The Kaohsiung office (Manhattan Building) uses 25F-2, with a total area of 1,192.36 ping.

Note 2: The floors leased by Farglory Construction in the headquarters building are 18F, 15F, and the B2 warehouse, with a total area of 674.06 ping.

Beginning in 2025, Farglory Land Development fully adopted a "maximized raft foundation rainwater storage" design, which integrates site water retention design with a rainwater recycling and reuse mechanism to improve overall water resource recycling and reuse efficiency. Please refer to [Section 3.3.2 Circular Economy Implementation Results](#).

3.2.2 Site Selection, Development Management, and Biodiversity

GRI 101-1、101-4、101-5

SASB IF-HB-160a.1、IF-HB-160a.2、IF-HB-160a.4、IF-HB-410b.1、IF-HB-410b.2、IF-HB-410b.3、IF-HB-000.A、IF-HB-000.B、IF-HB-000.

In all land development projects, Farglory Land Development upholds the principle of environmental protection and strictly complies with laws and regulations related to land use, environmental assessment, and building construction. Under its existing investment evaluation mechanism, the Company conducts prudent assessments across three major dimensions – namely investment conditions, regulatory restrictions, and location development – while also incorporating environmental and ecological impacts as a basis for development decision-making. Under the coordination of the Sustainable Development Committee, the Company also works through cross-departmental functional task forces (including the Biodiversity and Natural Resources Task Force) to gradually strengthen the integration of natural risk identification with development management processes, thereby enhancing the forward-looking nature of decision-making and environmental resilience.

2025 Site Selection and Environmental Risk Management Measures

Site Selection Evaluation and Development Principles

- Avoid development in ecologically sensitive areas, hillside areas, and areas with high geological risks.
- Evaluate legal and regulatory restrictions related to geology, hydrology, conservation, and urban planning.
- Conduct an overall assessment in combination with market conditions (transportation, living amenities, and regional development).
- Retain open spaces and greenery arrangements during the development design stage to reduce environmental impacts.

Biodiversity and Cultural Asset Considerations

- For urban renewal projects involving old trees or historic sites, priority is given to assessing transplantation, survival maintenance, or in-situ preservation.
- Treatment is carried out only when preservation is not possible, thereby balancing development with environmental coexistence.

Geologically Sensitive Area Management Mechanism

- Pre-development assessment and risk control are conducted for the following geologically sensitive areas: geological heritage, groundwater recharge, active fault, and landslide and landslip.
- Through geological surveys and risk analysis, the Company ensures that development activities minimize impacts on the natural environment and groundwater resources.

In 2025, the Company had four newly added project sites (in Greater Taipei, Taoyuan, and Kaohsiung). After assessment, none of them were found to be located in geologically sensitive areas. As of the end of 2025, the Company held 13 parcels of land in high-water-risk areas and had delivered 17 residential units, all of which met safety and sustainable development requirements.

● Ecological Conservation Survey

Based on ecological status surveys, 15 bird species were recorded within the site boundary as a reference for site selection evaluation.

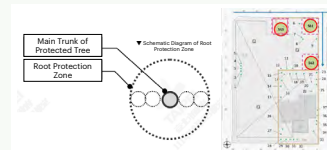


Data source: iNaturalist

● In-Situ Preservation of Old Trees

The original arrangement of existing trees (old trees) is maintained, with a regular pruning plan implemented to preserve tree form and pedestrian safety, thereby allowing the existing ecological conditions to be sustained.

In-situ retention reduces environmental impacts and preserves protected trees in place



Protected Tree - 561 Pruning Plan
H13 W12, diameter at breast height 0.9 m



● Cultural Preservation – Reuse of Existing Buildings

The former residence is transformed from a private home into a contemporary co-living home, thereby carrying forward the spirit of everyday life embodied in the original residence.

Through the reorganization and opening of spatial functions, visitors can experience the context and stories of the historic building while using the space. The home of the past is transformed into a new shared everyday space for today's community.



Gathering Place (Former Living Room and Dining Room)

A new community center for intergenerational exchange
Community gatherings, shared meals, exchanges, and senior health education
Collaboration: local community groups, business district associations, and senior groups

Hall of Light (Former Study and Extended Balcony)

A multi-purpose space that transitions between indoor and outdoor functions
Reading room, lounge, and outdoor theater
Collaboration: local performance groups and school clubs



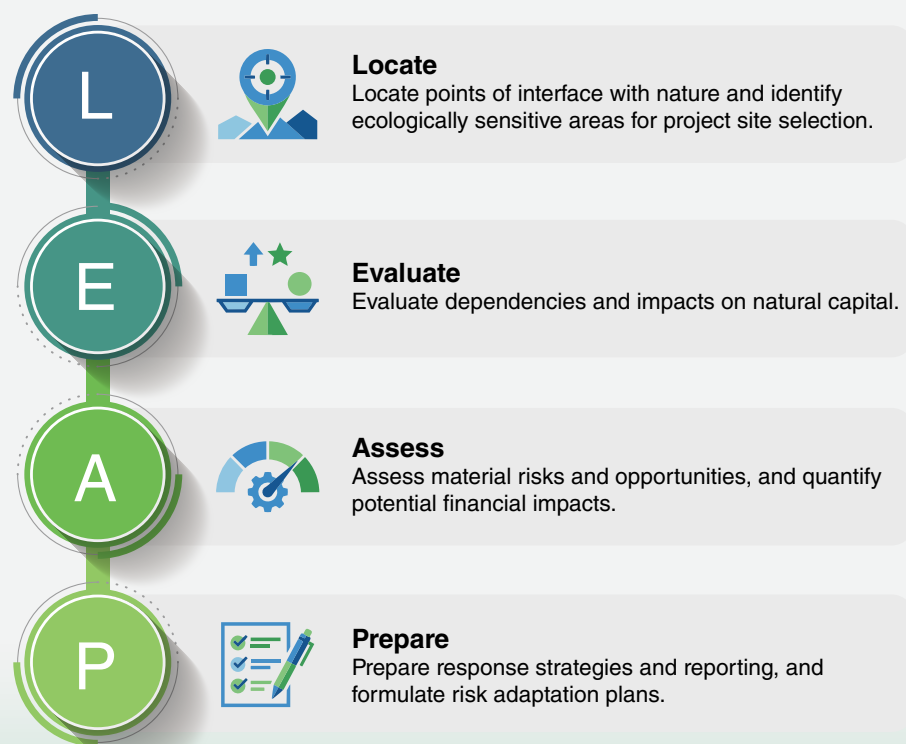
Planned Adoption of the TNFD LEAP Approach

Building development activities are highly connected with the natural environment and biodiversity, and they may generate impacts across the stages of land acquisition, construction, and operation. In response to the TNFD and domestic and international trends in biodiversity and natural capital management, Farglory Land Development has incorporated site selection, development management, and biodiversity into its medium- and long-term sustainable development priorities, and has launched related methodological research and system planning.

At the current stage, the Company is focusing on system development and, with reference to international frameworks, is gradually developing a nature-related risk and biodiversity management mechanism:

- Completed methodological research on international trends (TNFD, natural capital, and biodiversity management).
- Established a cross-departmental communication platform to enhance the overall internal understanding of ecological issues.
- Assessed the relevance of biodiversity issues to the site selection, design, and construction stages.

Currently, the LEAP Approach is used as an important reference framework for future site selection and development management. It is being gradually incorporated into the development decision-making process while strengthening integration with biodiversity and nature-related risk management, thereby enhancing the environmental resilience and long-term sustainable value of development decisions.



Specific Benefits



Regulatory Compliance Advantages

Proactively respond to mandatory disclosure requirements in Taiwan and internationally to avoid compliance risks and penalties.



Enhanced Brand Value and Sustainability Ratings

Become the first construction developer in Taiwan to adopt the TNFD framework.



Supply Chain Resilience

Identify nature-related risks in the supply of raw materials (such as water scarcity) to ensure operational continuity and reduce disruption risks.



3.3 Circular Economy GRI 301-1、301-2、301-3

Building construction is a resource-intensive industry. The traditional linear economic model entails substantial resource waste and environmental pollution, whereas the circular economy model can support sustainable development in the building industry by reducing waste and improving resource utilization efficiency. Farglory recognizes the importance of changing the existing model of the building industry. Accordingly, the Company actively develops methods that can be applied to waste reduction or reuse, and integrates circular economy practices into its existing operations.

By introducing circular economy concepts, Farglory is committed to breaking away from the traditional mindset of the building industry. The Company incorporates resource recycling, reuse, energy conservation, and carbon reduction into building design and construction, and achieves sustainable development goals by optimizing the production processes for its products and services. Our efforts not only reduce the generation of construction waste but also promote the efficient use of resources, thereby reducing environmental pollution and carbon emissions.

2025 Materials Procurement and Use by Farglory Land Development and Farglory Construction

Material Type		Unit	Quantity	Percentage
Non-Renewable Materials	Rebar	Metric tons	37,680.988	- (As the units of measurement vary among procured materials, the percentage cannot be directly calculated)
	Concrete	Thousand m ³	64.410	- (As the units of measurement vary among procured materials, the percentage cannot be directly calculated)
Renewable Materials	Green Building Materials ^{Note}	m ²	643,338.23	66.30% (Percentage of the total area of interior and exterior building materials for projects that obtained building permits in 2025)
Recycled and Reused Materials Used	Recycled Tiles (Farglory Construction Waste Upcycling Project)	Pieces	4,380,000	- (In practice, it is difficult to calculate the total number of tiles used in each project)
Reclaimed Products and Packaging Materials	Waste Tile Recycling (Farglory Construction Waste Upcycling Project)	Metric tons	98.9	99.9% (Percentage of the waste tile volume from the Residential Project (遠雄夏沐))

Note: Green building materials include healthy green building materials, ecological green building materials, high-performance green building materials, and recycled green building materials.

3.3.1 Circular Economy Development Strategy

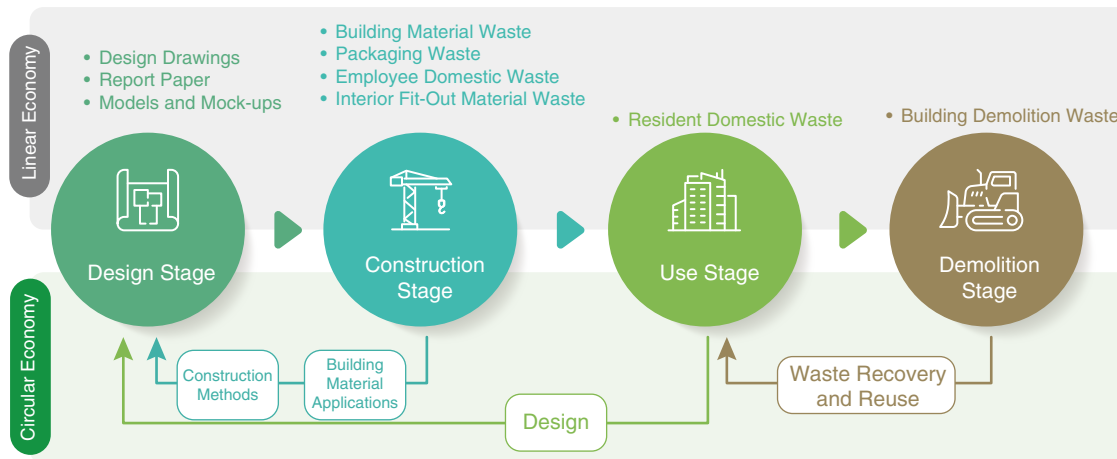
Farglory Land Development became the first company in Taiwan's building industry to obtain verification under the ISO 59000 circular economy management standards. The Company continues to deepen its circular economy governance framework and respond to international sustainable development trends through institutionalized management. In 2025, the Company received the "Annual Innovation Award" from SGS for its concrete achievements in innovatively promoting the circular economy, demonstrating the effectiveness of its efforts to put circular thinking into practice across operations and industry practices.

From a Linear Economy to a Circular Economy

The traditional building industry encompasses the stages of design, construction, use, and demolition, each of which generates substantial amounts of waste. Examples include drawings and models generated during the design stage, wasted building materials during the construction stage (such as steel frames, cement, tiles, and timber), and construction waste generated during the demolition stage. Most resources are ultimately discarded, resulting in serious waste and environmental issues.

To reduce resource waste and environmental impacts, Farglory promotes a circular economy transition through the following four approaches:

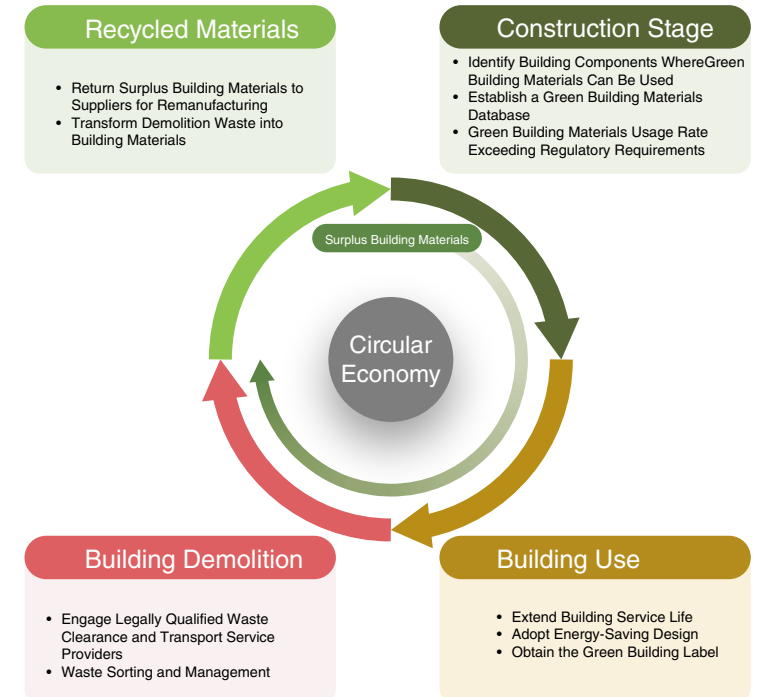
- **Construction Methods:** Adopt environmentally friendly and advanced construction methods to reduce waste generated during construction and improve overall building quality.
- **Building Material Applications:** Use recycled green building materials and identify green building materials that can be applied to different building components, thereby extending the service life of resources.
- **Design:** Incorporate green building principles into the design stage to reduce emissions and environmental impacts during building use, and promote environmentally friendly design from a lifecycle perspective.
- **Waste Recovery and Reuse:** Transform waste generated from construction sites or demolition into furniture or interior decoration materials, thereby returning them to everyday use and achieving resource recycling and reuse.



▲ Received the "Annual Innovation Award" from SGS

Farglory's Circular Economy Model Following Strategy Implementation

Farglory incorporates the circular economy into its overall operational development strategy. Building on the management practices described above for the design, construction, use, and demolition stages, the Company systematically promotes the application of recycled building materials and waste resource recovery by implementing a material flow management mechanism and circular design thinking. In addition, by integrating the "Construction Waste Upcycling Project" with circular economy pilot cases, the Company is gradually establishing a circular management framework covering material use, waste flows, and reuse. Moving forward, Farglory will continue to use the FG Next Team as its core R&D driver, deepen industry-academia collaboration and supply chain integration, and establish quantifiable performance indicators and a continuous improvement mechanism in accordance with the ISO 59000 circular economy management framework. Through these efforts, the Company will promote the transition of the construction industry from a linear economy toward circular economy development, creating both environmental and economic value.

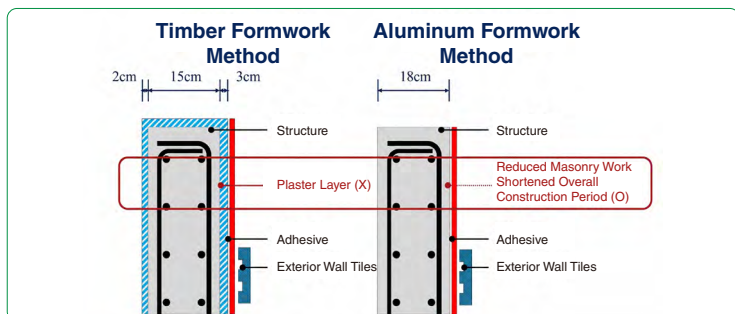
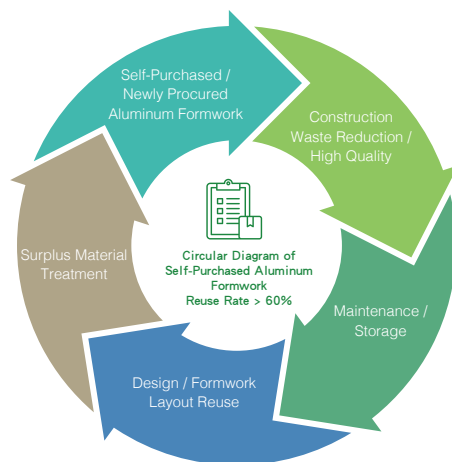


3.3.2 Circular Economy Implementation Results

Construction Methods: Results of Adopting the Aluminum Formwork Construction Method

In new construction projects, formwork materials are one of the major sources of construction waste. To reduce the consumption of single-use materials and improve resource use efficiency, Farglory Land Development has gradually adopted the aluminum formwork construction method in its projects. Compared with traditional timber formwork, which can only be reused approximately 4 to 8 times on average, aluminum formwork can be reused dozens of times or more and can be recycled and reused after use. This effectively reduces the generation of formwork waste and aligns with circular economy principles.

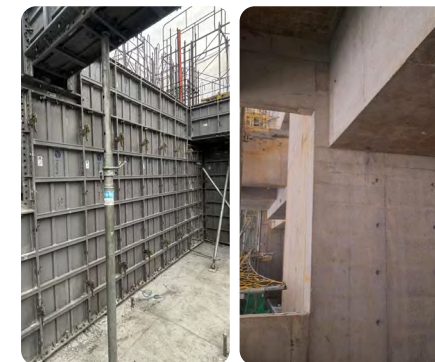
Aluminum formwork also offers high construction precision, enabling consistent control of the dimensional accuracy of concrete structural elements to approximately 2 to 3 millimeters. This improves the quality of structural forming and reduces the need for repairs and rework.



Demonstration Case – Farglory Park 16、Farglory Neo Star

Farglory Land Development was among the first to adopt the aluminum formwork construction method in its residential project "Farglory Park 16," successfully reducing timber formwork waste by more than 70%. Through a carbon-reduction construction method assessment certified by the Taiwan Architecture & Building Center, the project achieved carbon reduction benefits of 303,187 kgCO₂. The related application results were also extended to Farglory's new project in Taichung, "Farglory Neo Star," where aluminum formwork use reached 14,700 m³ and carbon reduction benefits reached 77,028 kgCO₂, demonstrating the replicability and cross-project promotion potential of the aluminum formwork construction method.

At the same time, through the FG Next project, the Company established a circular management mechanism for aluminum formwork. After project completion, approximately 60% of the aluminum formwork can be reused across projects, effectively extending the formwork use cycle and improving resource efficiency, while further strengthening the long-term benefits of the aluminum formwork construction method from a circular economy perspective.



▲ Aluminum Formwork Construction Results for "Farglory Park 16"

Projects Adopting Aluminum Formwork	Aluminum Formwork Used (m ³)	Waste Reduction Assessment (kg)	Carbon Reduction Benefits (kgCO ₂)
Farglory Park 16	57,860.18	81,004.25	303,187.34
Farglory Neo Star	14,700.00	24,255.00	77,028.00

Extended Benefits of Aluminum Formwork × BIM

The Company has adopted BIM during the design and construction planning stages, incorporating aluminum formwork layouts and structural dimensions into the model for an integrated review. This enhances the completeness and predictability of aluminum formwork construction planning and serves as a reference for reducing the risk of subsequent on-site adjustments and changes.

At present, BIM applications remain focused on early-stage planning and interface integration. Planning applications that combine aluminum formwork with BIM have been introduced in the "Farglory Playground" and "HH10, Shanjie Section, Guishan District, Taoyuan City" projects. The overall benefits will be gradually evaluated as the projects progress.

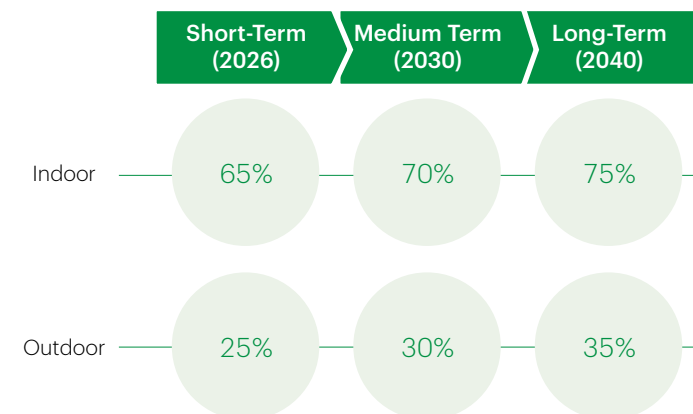
Farglory Land Development will continue to integrate the aluminum formwork construction method with BIM digital tools to gradually establish a quantitative management foundation for material usage, construction efficiency, and carbon emissions during the construction stage. The Company will also strengthen its resource circularity mechanism and steadily promote a construction management model oriented toward low carbon, stable quality, and the circular economy, thereby enhancing the environmental performance of the overall construction process and substantively responding to the challenges of sustainable development and climate change.

Building Material Applications – Increasing the Usage Rate of Recycled Green Building Materials

As market demand for healthy living environments and environmentally friendly building materials continues to grow, Farglory Land Development has continued to promote the application of green building materials and low-impact building materials. The Company has also gradually established a building component-specific management mechanism for the use of green building materials, strengthened the application and management of recycled materials, and incorporated relevant principles into project design and procurement processes to enhance consistency in the use of green building materials and improve resource utilization efficiency.

In 2025, a total of six projects obtained Green Building Candidate Certificates. The area of indoor and outdoor green building materials used reached 385,295.38 m² and 4,979.78 m², respectively, with usage rates of 61.28% and 42.52%, respectively. Compared with 2024, the usage rate of outdoor green building materials increased significantly (20.59% → 42.52%), showing that the Company is gradually expanding the scope of green building material applications.

To strengthen the effectiveness of green building material applications, the Company has established short-, medium-, and long-term usage rate targets (2026/2030/2040). Through regular reviews and a mechanism for incorporating green building materials into design, the Company will gradually increase the usage rate of green building materials across different building components, ensuring both building quality and environmental benefits while moving toward its goals of building lifecycle resource management and a low-carbon transition.



The demonstration project "DH5 Residential Project" incorporates recycled concrete (class R green concrete).

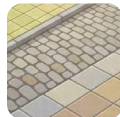
Applied to the graded layer of permeable planting pavement, the recycled material was tested and verified to ensure its drainage performance met the design requirements, successfully transforming construction waste into recycled material with permeable planting functions.

The project cumulatively reduced waste concrete by approximately **196 m³**, enhancing the benefits of resource recycling and reuse while establishing a replicable green building material application model.





Inventory of green building materials applicable to building components:

Building component	Applicable green building materials	Percentage of recycled materials used	Building component	Applicable green building materials	Percentage of recycled materials used
 Ceilings	Calcium silicate boards, fiber cement boards	50%	 Roof	Cement tiles	25%
	Gypsum boards			Roof insulation tiles	50%
 Interior walls	Calcium silicate boards, fiber cement boards	50%		Rubber floor tiles (acoustic mats)	80%
	Ceramic tiles	15%	 Pavement	High-pressure concrete pavers	20%
	Decorative granular aggregate	70%		Concrete hollow blocks	20%
 Indoor floors	Ceramic tiles	15%		Terrazzo floor tiles	20%
			 Perimeter walls	Ceramic tiles	15%
 Bathroom walls	Ceramic tiles	15%		Concrete hollow blocks	20%
	Decorative granular aggregate	70%	 Concrete materials	Type R green concrete	20%
 Partition walls	Calcium silicate boards, fiber cement boards	50%		Hydraulic blended cement	40%
	Building insulation materials	30%	 Floor slab cushioning materials		
	Common bricks	40%		Rubber floor tiles (acoustic mats)	80%
 Exterior walls	Ceramic tiles	15%			
	Common bricks	40%			
	Building insulation materials	30%			



Building Material Applications – Tile Upcycling Project

To promote the development of the circular economy in the building industry, Farglory Land Development is committed to establishing a circular-use mechanism for construction resources by transforming construction waste generated during the construction process into reusable building materials, thereby reducing waste generation and improving resource-use efficiency. To this end, Farglory Land Development has partnered with Champion Tiles to promote the "Construction Waste Tile Upcycling Project" as an important demonstration project for the circular use of construction waste. Since the launch of the project in 2021, the team has gradually established a traceability mechanism for the classification, source, and recycled content of recycled tiles through cross-departmental collaboration, on-site inspections, and multiple rounds of testing. This has enabled circular economy performance to be quantified and replicated across projects.

In the demonstration project – HH1 Residential Project, approximately 98 metric tons of waste tiles were successfully recovered. After strict quality control and remanufacturing, approximately 4.38 million recycled tiles were produced and fully applied to the exterior wall tiles and elevator lobby wall tiles of HH2 Residential Project and H713A Residential Project, achieving an overall waste reduction rate of **5%** at the construction site. To expand circular economy benefits, the Company launched a tile recycling guidance program in 2025. It plans to promote tile recycling in new projects, such as "Farglory Mountain Return" and BH9 Residential Project, in 2026, and aims to introduce the tile recycling mechanism in approximately 80% of its projects by 2027 and across all projects by 2028.



To encourage more industry peers to participate in waste tile recovery and circular use, the team specially produced a results video showcasing the recovery and remanufacturing process and actual results. Through this initiative, Farglory promotes the concept of sustainable development and builds a recycling and reuse ecosystem based on collective action.



Tile Upcycling Project
Documentary Record

Application Results of Recovered Tiles and Recycled Building Materials in HH2 Residential Project

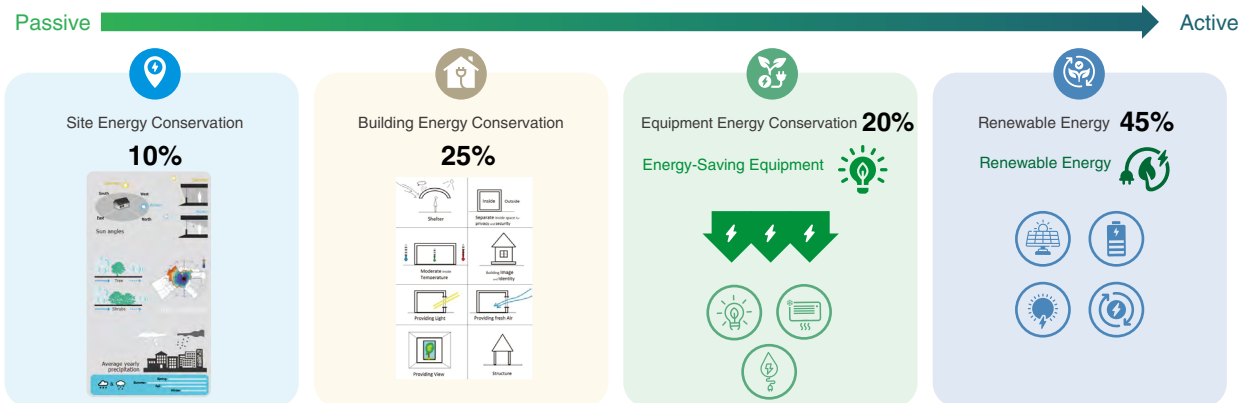
- Weight of materials used under the Recycled Green Building Material Label: **74,132** kg (6.73%)
- Weight recovered and remanufactured from HH1 Residential Project: **457,242** kg (41.49%)



Design: Incorporating Passive Building Design

Farglory Land Development continues to promote passive building design. In the past, building energy consumption simulations were mostly based on historical climate data (TMY3) as the design basis. However, as the impacts of climate change intensify, relying solely on historical climate conditions for building design may underestimate future building energy demand. Therefore, beginning in 2025, all new projects have incorporated future climate scenario analysis. CMIP6 climate models (GCM/ESM) are used to establish future EPW building weather data for 2030-2050, and future climate conditions are incorporated into building energy consumption simulations and design assessments.

The analysis results show that under the high-emissions climate scenario (SSP5-8.5), the perceived temperature in summer may rise by approximately 2–4°C by 2050, and building cooling energy consumption may increase by up to approximately 15% (as shown in the figure on the right). This indicates that future climate change will have a significant impact on building energy demand. Accordingly, the Company has further incorporated passive building design strategies at the building planning stage. Through shading design, building envelope insulation, natural ventilation, and other measures, the Company reduces energy demand and gradually incorporates climate scenario analysis into the design process for new projects, thereby improving the long-term energy efficiency and climate resilience of buildings.



In the new residential project "Farglory Yang Yue," the Company incorporated passive design concepts through environmental simulation analysis. The Company used computer simulation technology to analyze the site's solar exposure and wind field conditions across different seasons. Based on the simulation results, corresponding design strategies were adopted, including planting-based shading, open-space configuration, shading devices (such as sunshades, grilles, and projecting balconies), and wind-buffer design, in order to optimize building environmental performance.

The Company further conducted an assessment of energy conservation and carbon reduction benefits. The assessment showed that solar shading and ventilation control could reduce CO₂e emissions by approximately **10.8 metric tons** and **2.1 metric tons**, respectively. The relevant design methods have been applied in projects, such as "Farglory Urban Grace" and "Farglory Yang Yue." Among them, "Farglory Urban Grace" achieved an energy use intensity (EUI) of 93.5 kWh/m²/year, lower than the average level for general residential buildings, with an annual carbon reduction of approximately **112.4 metric tons** CO₂e (roughly equivalent to the annual carbon absorption of 643 trees), demonstrating the energy-saving benefits of passive design. "Farglory Yang Yue," meanwhile, serves as a representative low-carbon building case, demonstrating the results of integrating building design and carbon-reduction strategies.

Since the promotion of "Farglory Yang Yue," passive building design has gradually gained market acceptance and has continued to be promoted and applied to other new projects. In line with the introduction of future climate scenario analysis (CMIP6) beginning in 2025, the Company has also incorporated the relevant design concepts into general planning and design principles across projects. Through environmental simulation and design optimization mechanisms, future climate conditions are translated into building design decisions, continuously reducing building energy consumption and carbon emissions while enhancing the long-term energy efficiency and climate adaptation capacity of buildings.

Analysis of Differences in Indoor Air-Conditioning Electricity Consumption

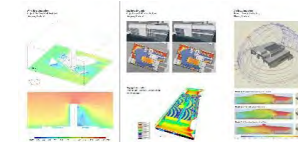
Based on the current Farglory Yang Yue design assessment, setting the indoor temperature to 25°C may increase electricity consumption by up to 15%

Weather File	Energy Use Intensity (EUI)	Cooling Hours (25°C)	Difference in Energy Consumption Compared with TMY (%)
TMY3	114.54	562	—
Beijing Climate Center	SSP1-2.6	122.79	+7.20%
	SSP2-4.5	126.49	+10.43%
	SSP5-8.5	131.87	+15.13%
European-Mediterranean Center on Climate Change	SSP1-2.6	126.26	+10.23%
	SSP2-4.5	127.97	+11.73%
	SSP5-8.5	130.3	+13.76%

1

Environmental Simulation Analysis

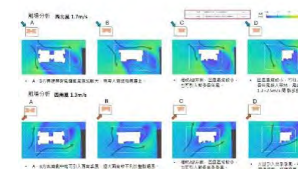
Solar exposure, wind field, and thermal environment



2

Corresponding Design Approaches

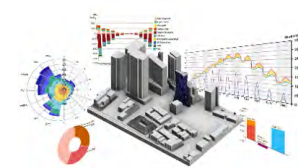
Passive design strategies and active equipment



3

Energy Conservation and Carbon Reduction Calculations

Planning and design review, and cost-benefit analysis



4

Confirmation of Design Plan

Design completion and public sale



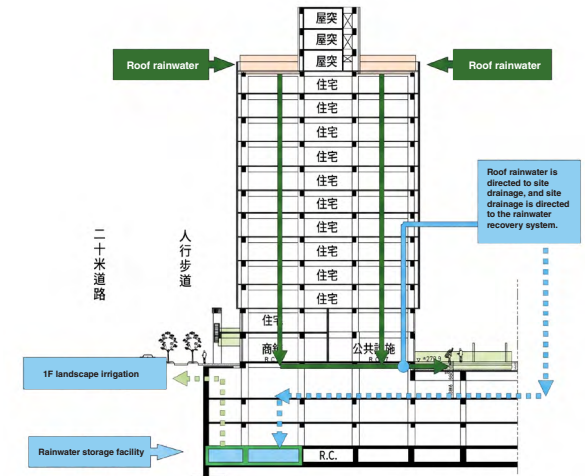
Design: Rainwater Retention and Reuse System

In response to extreme rainfall and urban water resource management challenges, beginning in 2025, the Company has fully adopted a "maximized raft foundation rainwater storage" design, integrating site water retention design with a rainwater recovery mechanism to improve overall water resource recycling and reuse efficiency.

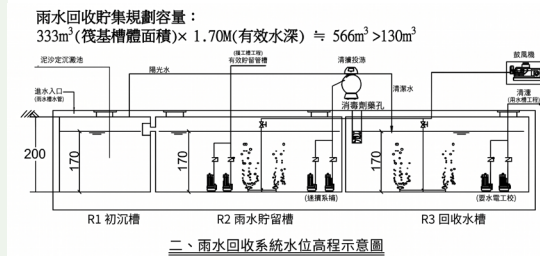
New projects are equipped with rainwater collection and retention systems based on site conditions. These systems integrate rooftop and ground-level rainwater collection facilities, reducing direct rainwater discharge into the drainage system, thereby lowering flood risks and mitigating impacts on the surrounding environment. After preliminary filtration, rainwater is stored in underground tanks. Total water storage capacity reaches 8,684.18 m³, of which the green space water retention portion provides 1,048.11 m³ of capacity. Combined with underground tanks and permeable design, this effectively enhances rainwater detention and reuse benefits.

Assessment results for Farglory Land Development's new projects show that the Company's rainwater recovery benefits fully exceed local regulatory standards by 2.4 to 5.6 times, with the highest level in the Tainan area reaching 5.6 times, thereby demonstrating concrete results in water resource circular management. Taking the EH2 project as an example, the optimized configuration of the recovery system capacity results in recovery benefits exceeding regulatory standards by 3.8 times. Water storage capacity can reach 1,276 metric tons, supplying approximately 22 metric tons of landscape irrigation water per day and meeting approximately 58 days of demand. Based on the estimated substitution of tap water, the system can reduce carbon emissions by approximately 182 kgCO₂e per year, concretely demonstrating the integrated benefits of water conservation, carbon reduction, and climate adaptation.

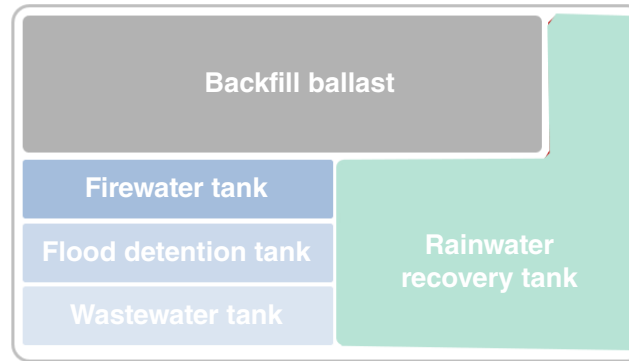
Through this comprehensive rainwater management system, Farglory Land Development not only significantly reduces the burden on the drainage system but also substantially lowers its dependence on tap water and realizes resource recycling and reuse. The Company will continue to refine the configuration efficiency of rainwater recovery systems through design optimization and standardized management mechanisms, and will further enhance rainwater resource utilization benefits and building resilience through cross-project experience feedback.



▲ Schematic diagram of rainwater retention

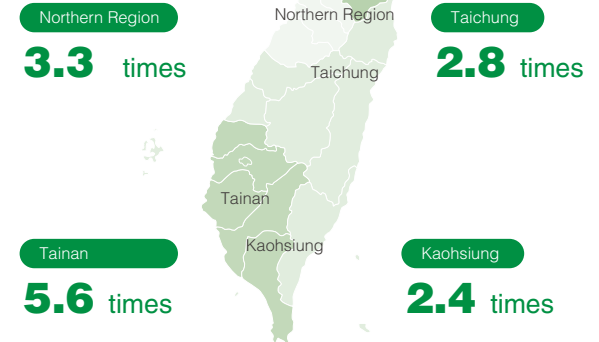


▲ Rainwater reuse design diagram



▲ Schematic plan of raft foundation

"Rainwater recovery volume exceeds the regulatory minimum standard"



Waste Recovery and Reuse – Construction Waste Upcycling Project

Since 2020, Farglory has promoted the "Construction Waste Upcycling Project." Led by the FG Next Team in collaboration with META Design, the program establishes a design and application mechanism for the reuse of construction waste, transforming waste building materials that would otherwise require clearance and treatment into interior building materials, furniture, and spatial installations. This reduces resource consumption and waste generation, and promotes the development of the circular economy in the building industry.

The program was initially applied to the renovation of the headquarters office space, gradually verifying the feasibility of using recycled building materials in interior design. Since 2023, it has been further expanded to include the renovation of existing buildings, where demolished granite is remanufactured into recycled quartz stone and used for walls, flooring, and countertops. To date, approximately **106 metric tons** of waste stone have been reused, effectively reducing the use of virgin building materials and the need for waste treatment.

In 2025, the program was expanded to the renovation of the first-floor reception lobby, incorporating recycled stone and the refurbishment of existing materials. A total of **20.97 metric tons** of stone was recovered and reused, while **496 kilograms** of wood, metal, glass, and other materials were also recovered. By replacing new materials with recycled materials, the program reduces resource inputs and environmental burdens during the renovation stage, while improving material circularity. At the same time, the Company created "The Cityscape," a recycled-material showcase installation in the B1 space, transforming construction waste recovered from construction sites into a large-scale wall installation. Serving as a demonstration space for recycled building material applications, the installation strengthens stakeholders' awareness and acceptance of circular building materials and expands the impact of the Company's circular economy initiatives. For more details, please refer to the [Construction Waste Upcycling Project](#) website.

Through this project, the Company has gradually established an integrated process for incorporating construction waste reuse into design, transforming materials, and applying them in relevant spaces. The Company will continue to evaluate the application of this process to project interior fit-out and public space design, expand the proportion of recycled building materials used, and use it as an important foundation for promoting low-carbon building materials and the circular use of building resources.



▲ Received the "ESG for Culture Impact Award – Industry Promotion Award" from the Taiwan Creative Content Agency (TAICCA)



▲ A large-scale wall installation measuring 14 meters in length was created on B1F of the headquarters using construction waste recovered from construction sites.



▲ Through design, surplus building materials are transformed into furniture and building materials that can be used in buildings. When a building reaches the end of its service life, the demolished waste building materials can also be transformed and applied again in new buildings.



▲ The corporate image wall in the elevator lobby of Farglory Land Development's headquarters is composed of 600 square modules and is made entirely from construction site waste, demonstrating to employees and visitors our philosophy and commitment to sustainable operations.



▲ Decommissioned timber formwork is transformed into wooden furniture such as tabletops for shared areas, bar stools, and countertops through nail removal, sanding, bonding, and design assembly.



▲ After old stone materials are removed, they are crushed, screened, and re-pressed into recycled quartz stone, which is then re-laid in the original space. Depending on the mix of raw materials, recycled quartz stone can present a variety of textures and offers flexibility for large-area applications, making it suitable for use as a building material.



▲ During the renovation of the 11F workplace, recycled building materials were used on a larger scale, while the renovation style was made more modern, breaking the stereotype that recycled materials are not aesthetically appealing

 Waste stone 105,682 kg Flexible in every role: it can be stepped on underfoot, or it can become an honored guest on the table in the VIP lounge.	 Scrap metal 711 kg Unassuming scrap metal turns out to have the versatility to belong anywhere.	 Waste formwork timber 3,528 kg Every overlooked piece of waste timber finds its way into everyday life at Farglory's offices.
 Waste tiles 40 kg Even in broken pieces, they come together beautifully on the wall of the shared bar area.	 Waste concrete 233 kg Always dusty and gray, yet it still makes its way onto tabletops throughout the space.	 Waste plastic 283 kg Reborn plastic creates countless moments of rest for Farglory employees in the shared areas.

▲ Since 2021, the "Construction Waste Upcycling Project" has successfully regenerated 110.5 metric tons of waste into building materials, returning them to offices, public restrooms, and even project sales centers as interior finishes or furniture.



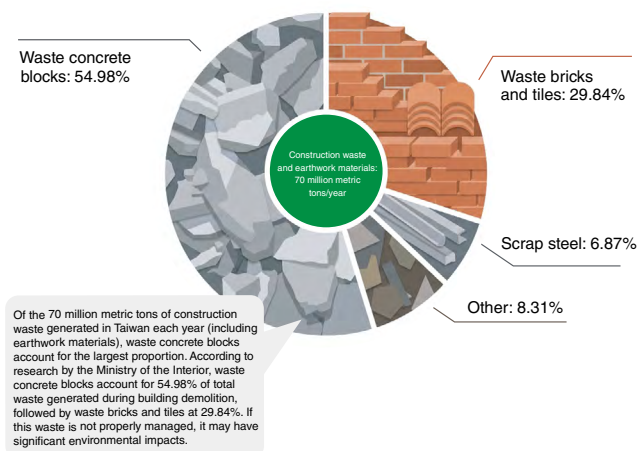
Material Flow Management and Gabion Experiment

The building industry requires substantial natural resources and generates construction waste during construction and demolition. The Company has introduced building material flow management and established a tracking mechanism for building materials and waste flows to understand the material lifecycle and improve resource use efficiency. The Company also collaborates with a research team from National Cheng Kung University to conduct material flow inventories and data analysis, providing a basis for circular use strategies and circular supply chain planning.

Material Flow Management Challenges in the Building Industry

The building industry involves substantial material and material-related information, with relevant data dispersed across different stages such as design, construction, and waste treatment. The lack of an integrated inventory and management mechanism makes it difficult to track waste flows after building demolition, increasing the difficulty of promoting resource circularity.

Based on an analysis of domestic research and statistical data related to construction waste, waste concrete blocks account for the largest share of construction waste at approximately 54.98%, followed by waste bricks and tiles at approximately 29.84%. Waste steel accounts for approximately 6.87%, while other waste accounts for approximately 8.31%. This indicates that the composition of building materials is highly concentrated. However, most materials have yet to be effectively incorporated into higher-value reuse systems, and they are, therefore, prone to flowing into low-value applications or final disposal. This not only results in a waste of resources but may also have environmental impacts, highlighting that the establishment of material flow management and reuse models for building materials has become an important issue for the building industry as it moves toward a circular economy.



Connecting the Green Supply Chain via Material Flow: The Birth of the Gabion Experiment

In response to the challenges described above, Farglory Land Development launched the "Gabion Experiment" project to explore a feasible model for the higher-value use of construction waste through industry-academia collaboration and supply chain integration.

The project is conducted by Farglory Land Development in collaboration with a research team from National Cheng Kung University, and it integrates recycled concrete resources accumulated by New Century Environmental Protection Co., Ltd. Centered on "gabions," which have been widely used in landscape engineering in recent years, the project brought together more than 10 upstream and downstream partners. It successfully transformed concrete blocks that were originally difficult to handle into reusable urban material resources, establishing the "Gabion Experiment" as a demonstration site with both environmental education and landscape functions.

Through this project, waste concrete from construction sites is returned to the urban environment as a recyclable and reusable "urban mine," demonstrating an important practical case of the building industry's transition from a linear economy to a circular economy.



Gabion Experim

Results and Environmental Benefits

The Gabion Experiment reduced waste by a total of 15,366 metric tons and achieved a lifecycle carbon reduction of 1,591 kgCO₂e. Its carbon reduction benefits are equivalent to taking a car off the road for approximately four months, planting approximately 74 trees for one year, or protecting approximately 2,700 m² of forest area, demonstrating the substantive environmental benefits of applying circular materials. If the 15-metric-ton experimental scale were expanded by 100 times, the carbon reduction benefits would grow proportionally. More importantly, the project's value lies in establishing a collaborative model among the building industry, the resource recycling industry, and the design sector, forming a closed-loop material circulation system and providing a concrete and feasible practical prototype for the reuse of construction waste. The project also received the Platinum Award at the 2025 Taipei Golden Eagle Micro-Movie Festival, demonstrating the Company's achievements in promoting building resource circularity and circular economy concepts, and earning external recognition.

Golden Eagle Micro-Movie
Festival Video



Ch. 01
Corporate Governance and Management

Ch. 02
Leading International Construction Brand

Ch. 03
Sustainable Environment

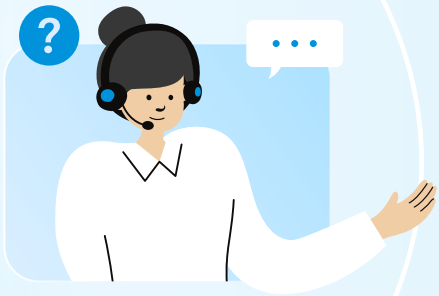
Ch. 04
Customer
Service

- 4.1 Customer Marketing Communications
- 4.2 Comprehensive After-Sales Service
- 4.3 Deepening Customer Relationships

Ch. 05
Friendly Workplace and Happy Enterprise

Ch. 06
Giving Back to Society

Appendix





Section Highlights

Section		United Nations Sustainable Development Goals		Highlights and Achievements
4-1	Customer Marketing Communications P.108		Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	No incidents of non-compliance occurred in relation to information and labeling of products and services, health and safety regulations for products and services, or marketing communications.
4-2	Comprehensive After-Sales Service P.112		Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	The average customer complaint rate decreased year by year from 0.97% in 2023 to 0.63% in 2025, demonstrating the effectiveness of quality improvement efforts.
4-3	Deepening Customer Relationships P.118		Promote peaceful and inclusive societies for sustainable development, promote the rule of law, and ensure equal access to justice for all; develop effective, accountable, and inclusive institutions at all levels.	In collaboration with the smart community brand "SmaDay," the Company introduced the " Farglory X SmaDay Co-Branded App ", providing residents with one-stop smart services. The app covers after-sales services from contract signing, construction progress inquiries, and home delivery, to post-delivery community management (management fee payments, parcel notifications, and common facility reservations), digital concierge services, and warranty services, creating a digital home living experience. The "Farglory Ucity" digital reading platform provides residents with free cloud-based books and periodicals. In 2025, e-book and magazine borrowing exceeded 15,000 , demonstrating community reading engagement while reducing paper use through digitalization and implementing a low-carbon and sustainable lifestyle.



4.1 Customer Marketing Communications

GRI 416-2、417-1、417-2、417-3、418-1
SASB IF-HB-410a.4

Farglory Land Development upholds the principles of information symmetry, openness, and transparency, providing customers with accurate and complete information at each stage, including sales, contract signing, customer-requested design changes, and home delivery. The Company strictly complies with relevant laws and regulations, including the Consumer Protection Act, the Commodity Labeling Act, and the Personal Data Protection Act. The Legal Compliance and Legal Affairs Office also regularly conducts regulatory assessments of product sales and service operations (please refer to [Section 1.1.3 Legal Compliance and Internal Audit](#)).

To improve its consumer rights protection system, enhance the quality of products and services, and fulfill corporate social responsibility, the Company has established the "Consumer Rights Protection Policy" with reference to relevant international standards such as GRI and SASB, as well as domestic laws and regulations. The policy covers matters such as product and service quality management, sales information disclosure, and complaint channels and procedures. It is designed to protect consumer rights and interests and establish the Company's commitment to consumer protection.

In 2025, the Company had no incidents of non-compliance in relation to information and labeling of products and services, health and safety regulations for products and services, or marketing communications, fully demonstrating the Company's emphasis on its products and the trust of its customers.

Farglory Land Development comprehensively communicates the resource-efficient design and service philosophy of its projects through its official website and sales centers:



Core Design Philosophy

Guided by the philosophy of "creating a more valuable living environment with the home at the core," the Company promotes community building and emphasizes people-oriented design to enhance residents' quality of life and strengthen community cohesion.



Farglory Quality Services

The Company sets a new service benchmark for the building industry through three major warranty commitments, including a five-year waterproofing warranty, a five-year floor and wall tile warranty, and a 25-year structural warranty.



Transparent Project Information

Product engineering exhibition areas and project display panels are set up at sales centers to clearly present project design concepts and building material information, enabling customers to fully understand product details.



"Consumer Rights
Protection Policy"

Before Contract Signing

All marketing materials (such as posters, DMs, and advertisements) are subject to rigorous review. At sales sites, display boards explaining the "Handover Standards and Model Home Decoration Description" are provided, and customers are given the real estate purchase and sale agreement (including the floor plan of the private unit and the table of building materials and equipment) to take home for review.

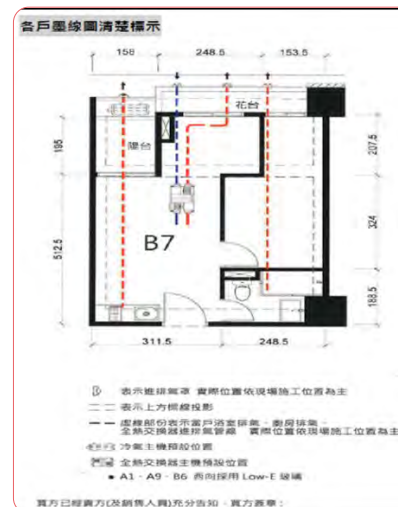
1. [Marketing and Advertising Copy Joint Review Process]



3. [Provision of Real Estate Purchase and Sale Agreement before Home Purchase (Including the Unit Floor Plan and Building Materials and Equipment Schedule)]

"Farglory OO" Handover Standards and Model Home Decoration Description

Living Room and Dining Room		
Item	Handover Standards (Purchase Agreement/Building Materials and Equipment Specifications)	Model Home Description
Flat Ceiling	Fire safety equipment is installed in accordance with fire safety regulations. No skim coating, painting, or additional ceiling work is provided. The actual locations of all indoor piping (including fire safety piping, water supply and drainage piping, etc.) shall be subject to the unit as delivered.	The ceiling and lighting fixtures in this space are creative design expressions provided by the designer for model home decoration and are not part of the handover standards. Indoor piping is not displayed.
Walls	Cement paint finish.	The decorative paint finish is a creative design expression provided by the designer for model home decoration and is not part of the handover standards.
Flooring	Polished quartz tiles (60 cm × 60 cm), with joints finished in cement-colored grout.	Same as the handover standards on the left. The actual tile layout may differ slightly.
Partition Walls	Lightweight partition walls.	The partition walls shown are creative design expressions provided by the designer for model home decoration and are not part of the handover standards.
Entrance Door	Steel fire-rated door (electronic entrance lock).	Not displayed.
Aluminum Doors and Windows	Rebar, Chyun Sheng, GEAL, Chin Hong, or domestic products of equivalent grade, with screens.	These building materials are creative design expressions provided by the designer for model home decoration and are not part of the handover standards.
Glass	Energy-saving Low-E laminated glass.	These building materials are creative design expressions provided by the designer for model home decoration and are not part of the handover standards.



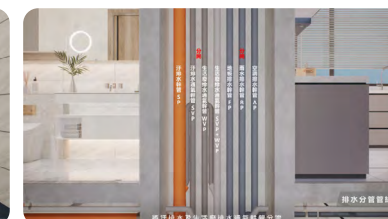
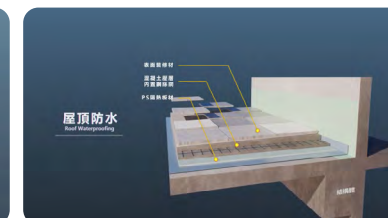
▲ Floor Plan (Example)

[illegible]

▲ Building Materials and Equipment
Table (Example)

- #### 4. Online Provision of 3D Models to Improve Marketing Effectiveness]

3D Engineering and Construction Methods



After Contract Signing

A contract performance escrow account is established, and the "Farglory × SmaDay App" is provided to enable customers to conveniently check the status of installment payments and view construction progress photos, ensuring transaction security.

1. [Establishment of Contract Performance Escrow Accounts for Customers]



2. [Provision of the "Farglory × SmaDay App" for Checking Installment Payments and Construction Progress]





Innovative Marketing – Launching the First "Online Reception Center" and Using AI to Create an Immersive Home Viewing Experience

As the wave of digital transformation sweeps across the world, Farglory has embraced "data, speed, and storytelling" as its core mindset. In response to trends in technology and the digital era, Farglory created Taiwan's first "720° panoramic 3D Online Reception Center," using a simulated guided viewing experience to tell the story of each project. By overcoming time and space limitations, the platform provides customers with a 24-hour home viewing experience and presents housing information in a comprehensive, systematic, and accurate manner, demonstrating Farglory's brand strengths of transparency and integrity.

Farglory's "Online Reception Center" was planned by Farglory's Real Estate Marketing Planning Office. In the initial stage, the "Kaohsiung Farglory Urban Forest" and "Tainan Farglory Hidden Gem" were selected as demonstration cases and officially launched in December 2022 and April 2023, respectively. The Online Reception Center of the HH2 Residential Project was launched in May 2024 and recorded 12,268 visitors in a single month, accelerating the project's sell-out. To further respond to AI technology development trends, Farglory plans to introduce a new form of "AI Online Reception" service in 2026. A customized large language model (LLM) dialogue system will be built into each project's dedicated website to create a dedicated virtual sales representative. Through natural language interaction, customers will be able to ask real-time questions about project information, product features, price ranges, and the home purchase process, receiving immediate responses and professional explanations similar to those provided by an in-person sales representative. This will significantly enhance the convenience and depth of interaction during home viewing, while also strengthening potential customers' engagement and decision-making efficiency.

Through the guided tour planning of the "Online Reception Center," covering the surrounding environment, architectural aesthetics, space planning, and refined construction methods, visitors can freely explore every corner of their future living space. From experiencing the atmosphere and style of each room in the interior space to the extension of simulated outdoor common facilities, surrounded by greenery, light, and shadow, every corner and detail is vividly recreated, providing customers with a more intuitive and immersive 24-hour home viewing experience. This digital transformation is not only about sales but also about creating a new and profound experience for customers, making the home purchase journey more realistic and memorable.

Five Key Functional Features of Farglory's "Online Reception Center":



User Guide

The platform provides digital consultants and instructional videos, ensuring customers can find answers online at any time.



Surrounding Environment

360-degree real-scene aerial imagery presents the surrounding environment, allowing customers to quickly understand nearby amenities and facilities. Customers can view window views from different floors with a single click, intuitively experiencing their future outlook.



Architectural Aesthetics

Videos are used to present design concepts and value, allowing customers to experience the care and attention behind the design. The presentation has been upgraded from floor-plan perspectives to 360-degree 3D panoramas, creating an immersive experience that allows customers to freely explore the atmosphere and details of common facilities.



Space Planning

Customers can select unit sizes and layouts based on floor plans, and after registering as a "Super Friend," they can unbox multiple model homes online. Through 360-degree 3D design, layouts, furniture, materials, and design styles are virtually presented, creating an intuitive and vivid online experience.



Refined Construction Methods

Project structures, construction methods, concrete strength ratings, seismic damping systems, waterproofing and thermal insulation, and green energy design are fully disclosed and presented through animations or videos, enabling customers to more intuitively understand the details of the construction methods and design.



4.2 Comprehensive After-Sales Service GRI 416-1



Farglory Land Development is committed to providing high-quality and reliable after-sales service, creating comprehensive and reassuring residential protection for customers. The Company has established a standardized pre-handover inspection mechanism. From self-inspections at construction sites and re-inspections by the project owner, to customer home inspections, multiple inspection procedures are implemented step by step to ensure that quality at each stage meets standards and continues to improve.

To strengthen information transparency and customer communication, the Company arranges for site managers and specialized contractors to accompany customers throughout the home inspection process, explain the condition of the home, and provide immediate responses. Handover is carried out only after repairs have been completed and confirmed as satisfactory by the customer, thereby enhancing customer trust and satisfaction.

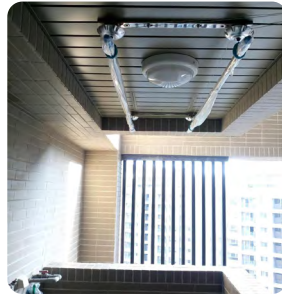
In addition, Farglory Land Development promotes a professional outsourced inspection mechanism for common facilities. Through the participation of third-party professional organizations in acceptance inspections, the Company effectively improves inspection efficiency while strengthening the fairness and objectivity of the process. This further implements quality management and risk control, ensuring that overall delivery quality meets customer expectations.

Inspection Item	Inspection Criteria	Reference Image
Doors	1. Door Leaf: Opens and closes smoothly, closes flush and aligns properly, and has a flat surface with no dents. 2. Door Frame and Door Panel: No impact damage; coating finish is free of scratches. 3. Door Lock (Handle): Surface is free of scratches, peeling paint, and deformation; lock cylinder/keyhole operates normally. 4. Threshold: No scratches or hollow-sounding areas. 5. Hardware and Locks: Operate smoothly; locking functions operate normally.	
Windows	1. Window Sash: Opens and closes smoothly; glass has no scratches; silicone sealant is even and smooth. 2. Locking Latch: Operates smoothly. 3. Sliding Panel: Slides smoothly with no abnormal noise. 4. Aluminum Components: Coating finish is free of scratches and impact damage.	

Inspection Item	Inspection Criteria	Reference Image
Flat Ceiling	1. No structural cracks. 2. Surface is flat and free of stains.	
Walls	1. Recommended visual inspection distance: 1.5 meters. 2. No structural cracks. 3. Surface is even and free of stains and paint runs. 4. Kitchen and bathroom wall tiles are laid evenly; grout joints are uniform; no color variation, cracking, or stains.	



Inspection Item	Inspection Criteria	Reference Image
Flooring	- Polished tiles are laid evenly; grout joints are uniform; no color variation, cracking, or stains. - Baseboards are fully installed and securely fixed.	
Kitchen	- Kitchen Cabinets and Fixtures: No visible damage or scratches; drawers operate smoothly; upper and lower cabinets do not hit the ceiling or equipment when opened or closed. - Sink: Drain stopper retains water properly, and drainage is normal. - Countertop and Equipment Panels: No scratches. - Water Supply Faucet: Water flow is normal, and the faucet operates smoothly. - Range Hood: Installation is complete, and the unit operates normally. - Gas Stove: Installation is complete. (If the natural gas meter has not been installed and gas has not been connected, testing cannot be conducted; functionality is covered under warranty.) - Dish Dryer: Installation is complete, and the unit operates normally.	
Bathrooms	- Bathtub: Surface has no damage or defects; caulking and joints are smooth and even; drain stopper retains water properly and drainage is normal; hardware and faucets pass water flow testing and have no damage. - Washbasin and Toilet: Surfaces are free of scratches; drainage is smooth; silicone sealant is smooth and even; no leakage. - Bathroom Accessories: Surfaces are free of scratches, rust stains, and looseness. - Shower Door: No scratches; opens and closes smoothly; seals properly; silicone sealant is smooth and even; drain outlet or floor drain drains smoothly.	

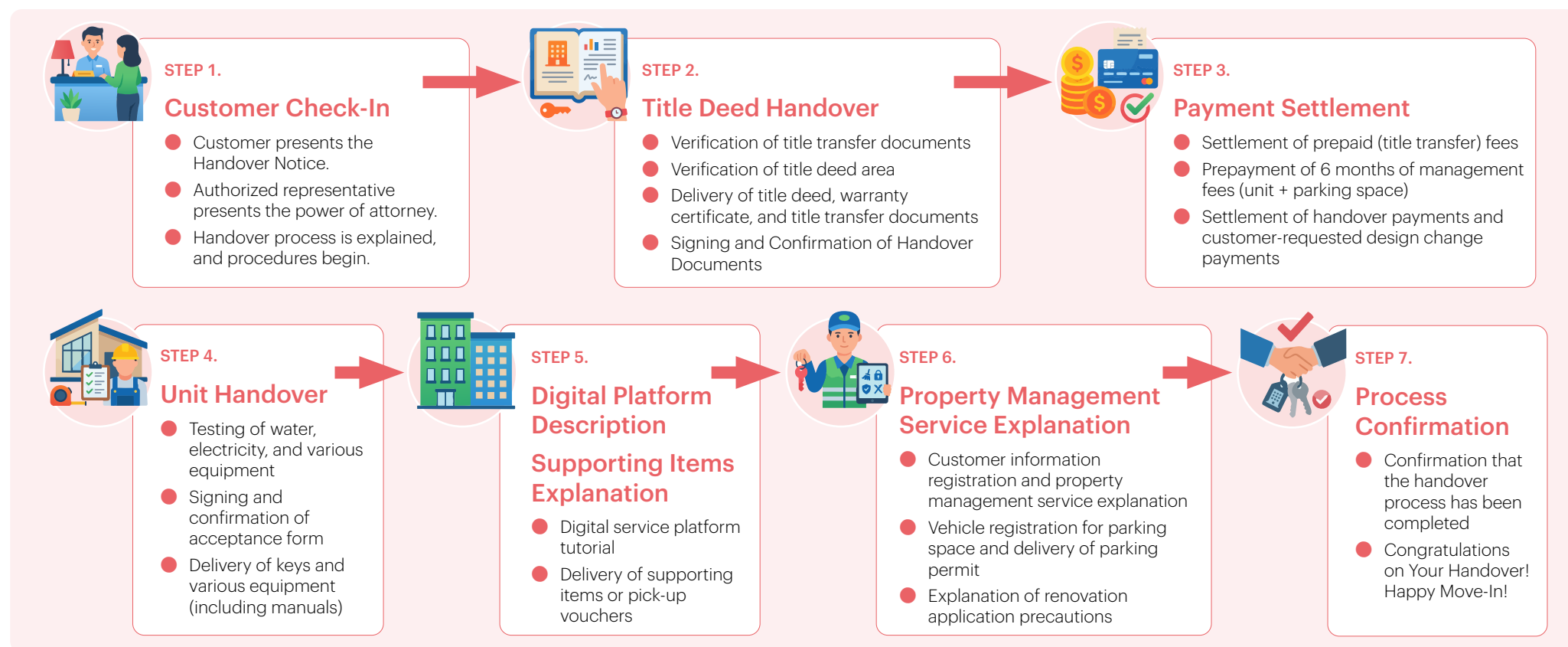
Inspection Item	Inspection Criteria	Reference Image
Mechanical and Electrical Systems	- Distribution Box and Outlets (outlet power supply is tested with a night light to confirm normal power supply): Internal labels are clear; switches operate normally; cover plates are not damaged. - Television, Telephone, and Internet Outlets: Functions operate normally, and the cover plates are not damaged. - Video Intercom: Functions operate normally. - Main Distribution Box Panel Circuits: Labels are correct.	
Water Supply and Drainage	- Faucets: Water flow is normal, with no damage. - Balcony or Utility Balcony: Floor drains drain normally and are not blocked. - Washing Machine Drainage: Floor drain drains normally and is not damaged. - Air-Conditioning Drainage Pipes: Drainage is normal.	
Rear Balcony Equipment	- Clothes drying rack is fully installed with no looseness. - Balcony light operates normally. - Balcony light fixture is securely installed with no looseness or damage.	
Monitoring System	- Access Control Monitoring System (Intercom) Function Test - Intercom image is clear, and the audio communication functions normally.	



Farglory Land Development provides comprehensive and systematic customer service during the handover stage, ensuring that residents fully understand their relevant rights and interests, as well as information on the use of their homes. During handover, dedicated personnel provide detailed explanations on important matters such as "property registration," "area calculations," "taxes, fees, and documents related to title transfer," "move-in," and "renovation precautions," helping customers clearly understand the handover process and subsequent procedures.

To enhance service quality and process transparency, a handover process display board is set up on-site to clearly present each operational step, thereby improving the customer experience and communication efficiency. At the same time, each resident is provided with a "Handover Manual USB Drive," which contains important facilities and equipment maintenance instructions, public disaster prevention information, and electrical equipment user manuals, helping residents use various facilities safely and effectively after moving in.

Through a comprehensive handover service mechanism, Farglory Land Development continues to enhance customer satisfaction and residential quality, fulfilling its customer-centric service commitment.





For Farglory Land Development, completion of handover is by no means the end of service, but the beginning!

Through comprehensive after-sales service, Farglory Land Development provides residents with long-term and stable support. The Company has established a dedicated customer service team, divided into "after-sales service" and "engineering service" functions. Through professional division of responsibilities, the team responds promptly to customer needs, actively listens to residents' feedback, and proactively assists in resolving various issues.

To protect the residential safety of community residents, the Company has established a comprehensive building warranty and maintenance service mechanism, and it provides a dedicated repair request management system to fully record each repair request and its handling history. After receiving a repair request, the customer service team will, in principle, proactively contact the resident within three business days to understand the situation, and it will continue to track subsequent handling progress to ensure service quality and processing efficiency. Relevant maintenance records also serve as an important basis for subsequent service optimization and rapid response.

In addition, the Company proactively provides residents and management committees with recommendations on the use and maintenance of facilities and equipment, helping extend the service life of buildings and reduce risks, thereby further enhancing the overall value of its products. Through a continuously improving service mechanism, Farglory Land Development fulfills its long-term commitment to customers and practices its social responsibility in product responsibility and sustainable service.

For residents of Farglory communities, the customer service team provides professional warranty repair and maintenance services for building structures, related equipment, and building materials:

Within the Warranty Period: Free repair services are provided for private units and common areas (excluding consumables, damage caused by improper use, force majeure events such as natural disasters, or other damage caused by reasons not attributable to the Company).



After the Warranty Period: The Company will continue to assist by arranging phone follow-ups or on-site inspections as needed, and it will provide professional consultation or contractor information depending on the circumstances. Customers may decide at their own discretion whether to proceed with paid repairs.



Farglory's Three Major Warranties

To fully implement after-sales warranty services for building construction, Farglory Land Development provides three major warranty upgrades. For building structural safety, waterproofing works, and floor and wall tile installation, the Company has extended the warranty periods and incorporated these three major warranties into its commitment letter.



Waterproofing (Fixed Building Materials and Equipment): 5-Year Warranty

Water leakage is the leading cause of home purchase disputes, and waterproofing warranties are also among the commitments that general developers are most reluctant to make. For newly completed homes, waterproofing warranty contracts typically provide a one-year warranty from the date of handover. Farglory Land Development has specially extended its waterproofing warranty to five years. During the community warranty period, free repairs will be provided for the waterproofing of exterior wall water seepage in private units, the waterproofing of indoor kitchens, bathrooms, and common areas, and the waterproofing of top-floor roofs and garden landscaping areas, allowing residents to move in with peace of mind.

Private Units: Interior and exterior walls, indoor kitchens, and bathrooms | Common Areas: Top floors, courtyards, and exterior walls

Floor and Wall Tiles: 5-Year Warranty

Due to Taiwan's climate, thermal expansion and contraction can easily cause indoor and outdoor wall and floor tiles to loosen or fall off. In addition to affecting appearance, this may also pose safety risks (such as the detachment of exterior wall tiles or stone materials). General developers typically provide a one-year warranty for floor and wall tiles. Farglory Land Development provides a five-year warranty and repair service for floor and wall tiles in buildings, helping to maintain public safety for residents.

Private Units: Kitchens, bathrooms, and balconies

Common Areas: Exterior wall elevations, elevator lobbies, common facilities, landscaping, and parking areas
(Tile colors may vary by production batch and over time.)

Structural Framework: 25-Year Warranty

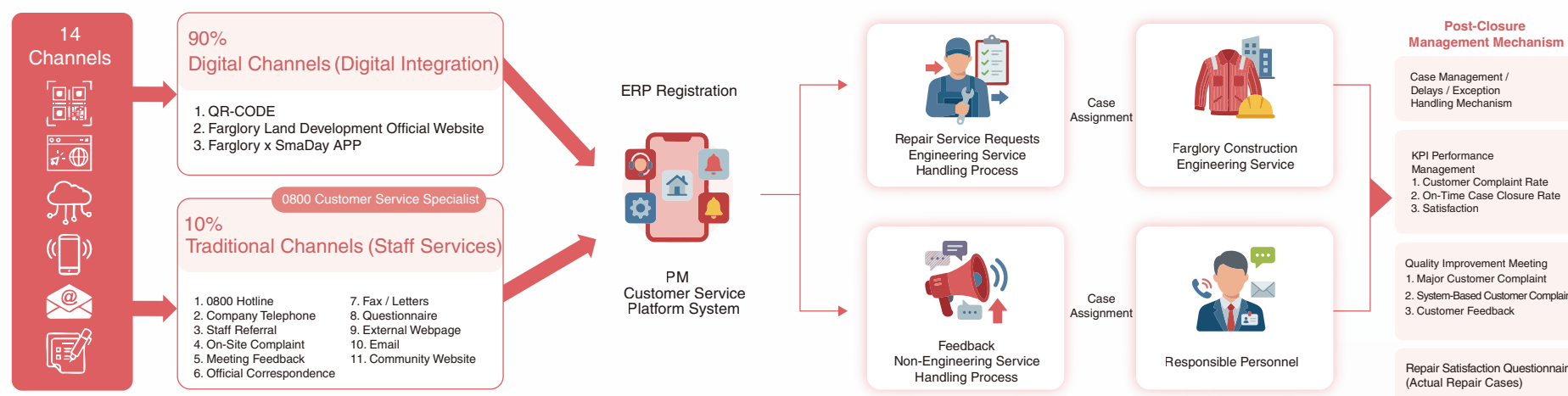
The Ministry of the Interior's "Mandatory and Prohibitory Provisions of Standard Form Contracts for Pre-Sale Housing Transactions" requires a 15-year warranty for structural safety. Most domestic listed and OTC-listed developers provide warranties of no more than 15 years. Given Taiwan's high earthquake frequency and soil liquefaction concerns, Farglory Land Development has specially extended its structural safety warranty to 25 years, establishing the Farglory standard.



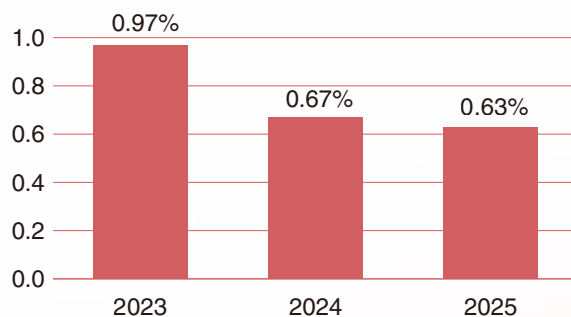
Customer Service Platform System

To establish a real-time, transparent, and traceable customer service mechanism, the Company has established a "Customer Service Platform System" as an important unified channel for receiving project defect inspection and repair requests. Customers may log in to the system at any time by mobile phone or computer to report issues and check progress, improving ease of use and information transparency. All customer submissions are classified into two categories based on their nature: "repair service requests" and "feedback submissions." Through system reports and internal approval workflows, the customer service team assigns cases to the relevant responsible units for handling, and it continues to track handling progress and response timeliness to ensure that issues are properly resolved. When a case is closed, the customer service team confirms the customer's satisfaction with the repair results again and completes the case closure in the system, ensuring that service quality meets customer expectations. The "customer service platform system" successfully closed **5,125** cases before December 31, 2025. All cases were managed systematically, with complete records maintained from acceptance and handling to case closure. Through data analysis, the Company conducts rolling reviews of operating processes and systems to continuously improve overall service quality.

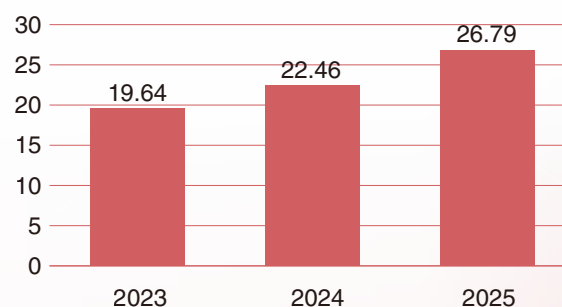
Customer service has continued to improve over the past three years. The average customer complaint rate decreased year by year from 0.97% in 2023 to **0.63%** in 2025, demonstrating the effectiveness of quality improvements. The average number of repair days increased from 19.64 days in 2023 to 26.79 days in 2025, reflecting longer repair times and delayed case closures in recent years due to labor and material shortages in the market, as well as the expansion of the Company's service coverage to central and southern Taiwan. The Company will continue to strengthen quality management and the scheduling of repair teams to improve repair efficiency and ensure steady improvement in service performance. Overall, through digital management and continuous improvement mechanisms, Farglory Land Development fulfills its customer-centric service philosophy and enhances the long-term value of its products and services.



Average Customer Complaint Rate



Average Repair Days





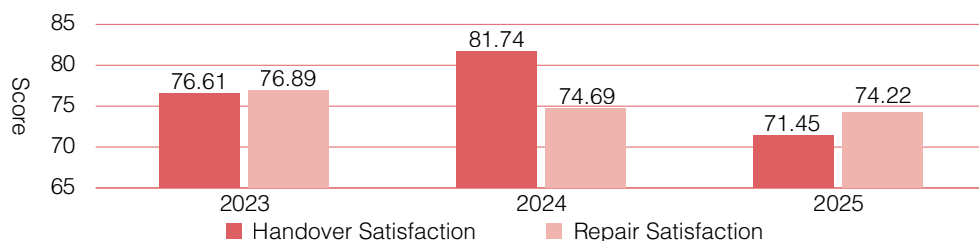
Customer Satisfaction Survey

The Company continues to regard customer feedback as an important basis for enhancing service quality. Online customer satisfaction surveys are conducted at two key stages—"handover" and "repair"—and the survey results are used to review service processes and improvement measures.

In 2025, the average handover satisfaction score was 71.45, down from 81.74 in 2024. The decline was mainly related to changes in the market environment and rising customer expectations regarding product value. Going forward, the Company will continue to analyze customer feedback, track issues, and optimize service processes to enhance the quality and consistency of handover services.

In 2025, the average repair satisfaction score was 74.22, continuing a downward trend in recent years. This was mainly because the current survey covers all repair requests, including cases where no actual repair was carried out. As a result, the survey results may be affected by differences in the nature of individual cases and customers' expectations regarding the handling outcomes and service provided. To improve the representativeness and management effectiveness of this performance indicator, beginning in July 2026, cases in which no actual repair is performed will be separately categorized and monitored. The Company will review its statistical methodology and service improvement measures based on subsequent analysis, enabling a more accurate assessment of actual repair service quality, reducing the impact of differences in case characteristics on performance indicators, and continuously enhancing the customer service experience.

Customer Satisfaction Survey



Note: The repair satisfaction questionnaire includes three main categories ("0800 customer service personnel" service quality, "on-site construction manager" service quality, and "professional repair team" repair quality), rated on a scale of 1 to 5.

Customer Feedback

Guided by its people-oriented philosophy, Farglory Land Development values customer feedback and provides multiple contact channels, including the 0800 customer service hotline, email, fax, the Farglory X SmaDay App, and the official website, enabling customers to reach the professional customer service team at any time. The Company responds to all types of feedback with integrity and care, and is committed to improving satisfaction and achieving comprehensive feedback management.

Stakeholder Testimonial Videos



Residential Project (遠雄綠美)
Homebuyer Mr. Wen



[Farglory Mountain Return]
Homebuyer Ms. Lin



[Farglory For Rest]
Homebuyer Ms. Chung

Feedback from the Property Management Unit of the "Farglory I-CITY" Community

Customer Feedback Type

Design and Planning

Customer Feedback

The infrared sensor of the automatic sliding door at the 1F lobby entrance did not function properly. Users had to wave their hands several times or change position before the door would open, affecting the convenience of access.



Company Response and Actions

After an on-site inspection and assessment by the original vendor, the Company considered that the automatic sliding door panel is relatively large (approximately 1.95 meters wide and 3.6 meters high), and that the originally installed infrared sensor was susceptible to sunlight interference. The sensor above the door frame has therefore been replaced with a microwave sensor to expand the sensing range and distance, improving sensing stability and sensitivity.



Feedback from a Homebuyer of "Farglory Forest Resort"

Customer Feedback Type

Construction Quality

Customer Feedback

The exterior wall tiles were uneven. In addition to affecting the overall appearance of the building, this could potentially lead to safety and maintenance issues such as tile detachment, water seepage, and reduced durability.

Company Response and Actions

The construction unit has been instructed to conduct building-by-building and comprehensive inspections of the exterior walls across the entire project. Based on the inspection results, repairs and reinforcement measures are being carried out promptly to ensure that the exterior wall construction quality and safety meet standards. All related improvement work is expected to be completed before handover. The Company will also continue to strengthen its quality inspection mechanism to enhance overall building quality and customer trust.



4.3 Deepening Customer Relationships GRI 418-1

Customer Privacy

Information security is an important issue of global concern and one of the core priorities of Farglory Land Development's operational management. The Company places great importance on the protection of customers' personal data. Based on the principles of equality, reciprocity, and good faith, the Company has established standard-form sales contracts and clearly sets out personal data protection clauses in relevant contracts and documents to ensure that the collection and use of data comply with Taiwan's Personal Data Protection Act and protect customers' privacy rights. In addition, the Company has obtained "BS 10012 Personal Information Management System" certification, demonstrating its commitment to institutionalizing personal data protection and aligning with international standards.

To protect the personal privacy and information obtained by the Company, and to prevent data leakage, misuse, or theft that could harm customers' privacy rights and interests, the Company has established its "Privacy Policy" in accordance with Taiwan's Personal Data Protection Act. The policy clearly regulates the lawful use of personal data, retention measures, the exercise of data subject rights, and complaint channels. To strengthen employees' awareness of information security, Farglory Land Development conducts internal awareness campaigns every month through email and the Company's EIP portal, and it provides information security training for all employees from time to time, continuously improving employees' sensitivity to information security issues. In 2025, the Company had no incidents involving infringement of customer privacy or loss of data, demonstrating the effectiveness of its information security management measures and continuing to strengthen the foundation of customer trust.

**0 incidents**Customer personal
data breach incidents**0 incidents**Customer privacy
infringement cases**100% training
completion rate**Personal data
protection
management training**12
announcements**Information
security awareness
announcements

[Privacy Policy]

For individuals who purchase the Company's products, use services provided by the Company by telephone, through its website, by personnel, or by other means, leave messages on the Company's message board, or participate in the Company's recruitment activities, the Company has established and publicly disclosed a privacy policy governing the collection and use of the personal information and private data of such individuals.



Farglory Land
Development Privacy
Policy

[Specific Measures]

- The Company has established an information security management organization responsible for planning and promoting various information security management operations, including system access control, encryption management, digital media and document security management, and computer system and communication security management. Through these measures, the Company has established a secure and reliable data protection mechanism to prevent data from being stolen, altered, damaged, lost, or leaked. (Please refer to [Section 1.3 Information Security Management](#))
- The Company has established information security incident reporting procedures and provides information security management training for all employees from time to time to strengthen employees' crisis awareness and information security concepts.
- The Company has established an internal information security audit mechanism, including audit cycles, content, and procedures. Regular audits are conducted to confirm the implementation of information security operations by internal units, and management processes and reporting mechanisms for information security incidents are continuously optimized.



Farglory Digital Service Platform / Farglory × SmaDay App

In 2025, Farglory Land Development entered the first year of its brand transformation. In a new era where building quality and technology are advancing together, the Company launched its "Smart Building Digital Service Platform" project. Through collaboration with SmaDay, a leading smart community brand, the Company introduced the "Farglory × SmaDay App," integrating "after-sales service" functions during the construction period with "community management" functions after handover to create a one-stop digital service platform. Through the mobile app, previously separate customer service, community management, and information disclosure functions have been fully digitalized, providing residents with a real-time, transparent, and convenient interactive experience.

For "after-sales service" during the construction period, the app provides functions such as "developer announcements," "construction progress inquiries," "payment records," "drawing downloads," "feedback submissions," and "service contacts," enabling customers to access important information at any time from home purchase to pre-handover, thereby strengthening information transparency and the foundation of trust. For "community management" after handover, in addition to mechanisms for "vendor information," "feedback submissions," and "repair service requests," the app also integrates SmaDay platform functions, such as "mail management/receipt and notification of letters, parcels, and deliveries," "visitor appointment, arrival registration, and notification," "common facility reservations and point management," "community/management committee announcements," "online management fee payment," and "digital gas meter reading." These functions extend services into residents' daily lives, promote community interaction and engagement, and strengthen the long-term relationship between the brand and residents. Customers may also use a single account to manage multiple units and communities, improving ease of use and service consistency.

Through the introduction of the "Farglory × SmaDay App," after-sales service and community management are integrated, enabling residents to enjoy a smart and convenient living experience from contract signing to move-in. Moving forward, Farglory Land Development will continue to work with the SmaDay team to develop smart living applications based on the characteristics of each project and residents' needs, bringing smart buildings into everyday community life.



Pre-Handover – After-Sales Service	
Developer Announcements Notifications and information related to payments, customer-requested design changes, home inspections, loan documentation, and handover	Construction Progress Construction progress photo inquiries for projects
Payment Records Inquiries on contract price, payment schedule, and details of payments made	Image Downloads Downloads for customer-requested design change procedures and construction drawings
Feedback Issue inquiries and suggestions	Service Contacts Contact information for the sales center, site office, sales personnel, and customer service personnel



Post-Handover – Community Management	
Developer Announcements Flood prevention and disaster prevention notices, home inspection notices, and the latest developer information	Vendor Information Contact information for building material and equipment vendors and administrative authorities
After-Sales Service One-click repair service requests and feedback submissions	Service Contacts Contact information for the property management center, sales personnel, and customer service personnel
SmaDay Convenient Community Services - Smart Community Communication: Parcel arrival notifications and community/management committee announcements - Smart Community Management: Online management fee payment, cloud-based visitor registration, gas meter reading, common facility reservations, and point management - Community Parcel Management*: Parcel scanning and registration, automatic notifications, and 24-hour secure pick-up through smart parcel lockers - EV Charging Stations*: No waiting required for charging in common parking spaces, real-time electricity usage records, and the integration of fees into community accounts for more convenient payment collection and management (*Functions may vary slightly by community depending on the implementation schedule and regional planning.)	

Farglory Ucity

Farglory Land Development has partnered with a leading e-book service provider to launch "Farglory Ucity," a cross-community digital reading platform that integrates e-books, journals, and magazines, providing Farglory residents with free cloud-based borrowing services. Residents can read online at any time through computers and mobile devices, improving convenience and increasing participation in community culture. In 2025, e-book and magazine checkouts exceeded **15,000**, showing that the digital reading service has been widely used and well-received by residents. The platform not only enhances the cultural value of communities and residential quality but also effectively reduces the use of printed books and resource consumption through digital reading, thereby reducing carbon emissions and supporting environmental sustainability. At the same time, it promotes knowledge sharing and exchange among residents, strengthens community cohesion, and creates a smart living environment that combines cultural, technological, and sustainable value.



Farglory
Ucity圖書雲

Friendly Community Relations

Farglory Land Development and Farglory Realty actively leverage their social influence by using reception centers across Taiwan to connect the Farglory brand DNA and core product values with local revitalization. These efforts not only add warmth to the brand but also fulfill three major missions: supporting local revitalization, fostering a friendly relationship with the land, and demonstrating care for people and culture.

Through the ESG brand initiatives of Farglory Land Development, the local advocacy efforts of Farglory Realty, and promotion through advertising and owned media, the Farglory brand's influence has continued to grow. In 2025, the Company held the "Better Living Festival" series of events next to the reception center of "Farglory Grace Lustrous" in Taichung's 7th Redevelopment Zone, actively deepening its connections with communities and customers and creating a friendly and inclusive living environment. Held from September to October, the event featured a variety of themes tailored to different venues and festivals. By integrating music, greenery, art, and sustainability actions, the event invited the public to experience Taichung's urban energy of "better living," connecting community life with cultural experiences. In addition, the Company introduced the "Haus Lab by Farglory" curation project, transforming a modified container into a mobile shared classroom. The project extends sustainability concepts from buildings to everyday life through the application of recycled materials, the Construction Waste Upcycling Project, and experiential displays, inviting customers, community residents, and industry chain partners to participate in putting the brand spirit of "sustainable sharing, coexistence, and shared prosperity" into practice.

Through these diverse activities, the Company effectively promotes local community connections and public participation, builds positive neighborhood relations, and uses lifestyle experiences as a medium to deepen customer relationship management. These efforts continue to enhance brand trust and social influence as the Company moves toward its sustainable development goal of shared prosperity between the enterprise and the city.



Event
Highlights**Savor Popular Delicacies** | Taste Taichung's Local Specialties and Popular Desserts and Drinks**Jazz-Inspired Better Living Stage** | Weekend Afternoon Jazz & Stylistic Live Music Performances**Lifestyle Curated Market** | A Curated Selection of Handmade Goods, Plant-Inspired Living Products, and Aesthetic Accessories**Limited-Edition Gifts for Checking In** | Check In On-Site to Redeem Limited Surprise Gifts

Check-In Gifts



▲ Mesh Woven Cup Bag



▲ Mesh Woven Bag

Sep. **27-28** Teachers' Day Long Weekend**Urban Taste: Vinyl Stroll**

▲ Comfort Food Truck



▲ Sound Play Stage / Vinyl Experience



▲ Chibi Portrait Drawings (30 slots)

Oct. **4-5** Mid-Autumn Festival Long Weekend**Urban Jazz Vibes: Mid-Autumn Party**

▲ Barbecue Food Truck



▲ FUN Jazz



▲ Interactive Magic

Oct. **11-12** Double Tenth Day Long Weekend**Roaming Fun Fair**

▲ American Food Truck



▲ Children's Street Dance



▲ Clown Magic Show

Oct. **18-19****Chill with Art and Fashion**

▲ Comfort Food Truck



▲ Indie Singer Live Performance



▲ Chibi Comics



Ch. 01
Corporate Governance and Management

Ch. 02
Leading International Construction Brand

Ch. 03
Sustainable Environment

Ch. 04
Customer Service

Ch. 05
Friendly Workplace
and Happy Enterprise

5.1 Human Resources Policy
5.2 Talent Development
5.3 Compensation System
and Diverse Benefits
5.4 Creating a Healthy and
Safe Workplace

Ch. 06
Giving Back to Society

Appendix

Section Highlights

Section		United Nations Sustainable Development Goals		Highlights and Achievements
5-1	Human Resources Policy P.124		Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.	- In 2025, Farglory Land Development once again joined the "TALENT, in Taiwan, Taiwan Talent Sustainability Action Alliance," putting DEI (diversity, equity, and inclusion) into practice and promoting sustainable talent development. - Farglory Land Development, together with Farglory Construction and Farglory Realty, signed an industry-academia collaboration agreement with Feng Chia University. - Farglory Land Development organized three corporate visits, with 41 faculty members and students participating in total, and achieved an overall satisfaction rate of 98%. - Farglory Construction held two intern achievement presentation sessions. A total of seven interns successfully received completion certificates, bringing total internship hours to 7,513. Among them, two interns officially joined Farglory Construction after graduation.
5-2	Talent Development P.138		Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	- Farglory Land Development participated for the first time in the Talent Quality-Management System (TTQS) assessment organized by the Ministry of Labor and obtained a bronze certification. - Farglory Land Development held two new employee training sessions, with 37 employees completing the training. Farglory Construction held three new employee training sessions, with 65 employees completing the training. - The average training hours per employee were 36.5 hours at Farglory Land Development and 53 hours at Farglory Construction. Moving forward, the companies will continue to offer diverse courses in response to employee feedback, providing staff with more learning opportunities. - To encourage employees to further develop their professional competencies, Farglory Land Development and Farglory Construction provided a total of approximately NTD 500,000 in scholarships for continuing education and rewards for professional certifications.
5-3	Compensation System and Diverse Benefits P.141		Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.	- Farglory Land Development, Farglory Construction, and Farglory Realty all received the "1111 Happiness Enterprise Gold Award." Farglory Land Development was also recognized with the "Marriage and Childbirth Recognition: Happiness Guardian" honor. - The average basic salaries of full-time non-managerial employees at Farglory Land Development and Farglory Construction were 2.65 times and 2.25 times Taiwan's statutory minimum wage, respectively, demonstrating the companies' salary competitiveness. - The average salary of full-time non-managerial employees at Farglory Land Development was 1.79 times the average for listed building materials and construction companies in Taiwan. - The Farglory Land Development Co., Ltd. Joint Employee Welfare Committee recorded annual welfare expenditures of NTD 23.92 million, with a utilization rate of 96%.
5-4	Creating a Healthy and Safe Workplace P.148	 	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Ensure healthy lives and promote well-being for all at all ages. Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.	- Farglory Land Development and Farglory Construction conducted human rights protection-related training, with total training hours of 1,522 hours and 1,459 hours, respectively. - Farglory Land Development and Farglory Construction conducted occupational safety and health education and training, with total training hours reaching 1,522 hours and 2,427 hours, respectively. - Farglory Land Development and Farglory Construction received the "Badge of Accredited Healthy Workplace" and the "iSports Enterprise Certification," demonstrating the companies' concrete achievements and commitment to promoting employee health and workplace health management. - Farglory Land Development promoted walking and body fat reduction management activities, achieving an employee participation rate of 89.3% and significant overall improvement. The number of employees who successfully returned to a healthy body composition increased by 31, representing an achievement rate of 94.3%.

5.1 Human Resources Policy GRI 2-7、2-8、401-1、405-1

Farglory Land Development upholds its core people-oriented philosophy, values and listens to employees' voices, and takes a talent development-oriented approach to promoting an excellent performance management mechanism, providing a market-competitive compensation system and diverse benefits that exceed regulatory requirements. We continue to refine our human resources system and establish comprehensive communication channels to enhance employees' sense of belonging and create a secure and cohesive workplace.

With a focus on digitalization and a culture of efficient management, the Company has built a comprehensive "Sustainable Talent Management Framework" centered on three core areas: "talent strategy and planning," "talent identification and selection," and "talent development and tracking." This framework ensures that the Company continues to maintain market competitiveness, with the goal of becoming one of the most competitive brands in the construction industry and co-creating an outstanding future with its talent.

Talent Management Framework for Sustainable Development



Participation in the "TALENT, in Taiwan" Taiwan Talent Sustainability Action Alliance

Talent is the core driver of Farglory Land Development's sustainable operations. The Company has long been committed to creating a diverse, friendly, and inclusive workplace, supporting the shared growth of employees and the Company, and advancing sustainable development.

In response to the global focus on ESG (environmental, social, and governance) and DEI (diversity, equity, and inclusion), Farglory Land Development once again joined the "TALENT, in Taiwan Talent Sustainability Action Alliance" in 2025, working with partners from industry, government, and academia to promote talent development in Taiwan and strengthen the sustainability resilience of businesses and society.

We recognize the importance of diversity and inclusion to corporate competitiveness. Accordingly, we continue to optimize our recruitment strategies to attract top talent to Farglory Land Development. We believe that employees from different backgrounds, experiences, and ways of thinking bring greater innovative value to the Company and strengthen Farglory Land Development's competitiveness in the construction industry. To ensure that every employee can fully realize their potential, we provide comprehensive career development opportunities, actively cultivate professional skills and leadership capabilities, and support employee growth.

This year, we are committed to the following actions for our talent:

[Purpose and Value] [Diversity and Inclusion] [Rewards and Incentives]

[Well-being and Health] [Development and Growth] [Communication and Experience]

Moving forward, Farglory Land Development will continue to support talent sustainability initiatives through concrete actions. Together with #Commonwealth Learning and more than 500 alliance partners, the Company will help drive talent upgrading in the construction industry, create a diverse and inclusive workplace, and move toward a sustainable future of shared growth and shared prosperity.



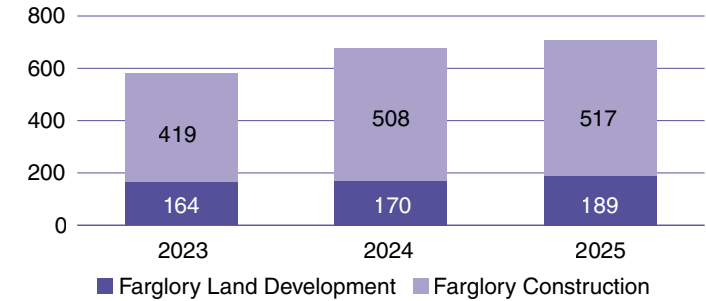


5.1.1 Employee Structure

The operating locations of Farglory Land Development and Farglory Construction are in Taiwan, and priority is given to hiring local employees. The companies comply with labor-related laws and regulations issued by the competent authorities and have never employed child labor. If foreign nationals are employed, employment is handled in accordance with labor laws and regulations, including the "Employment Service Act" and the "Regulations on the Permission and Administration of the Employment of Foreign Workers." As of the end of 2025, Farglory Land Development and Farglory Construction had 189 and 517 employees, respectively. Classified by employment contract, regular employees totaled 173 and 510, respectively, while non-regular employees totaled 16 and 7, respectively. Compared to 2024, the number and composition of employees at Farglory Land Development and Farglory Construction have not changed significantly.

Overall, the workforce of both companies was primarily composed of employees aged 30 to 50. Farglory Land Development had 125 employees in this age group, representing 66% of its total workforce, while Farglory Construction had 345 employees, representing 67% of its total workforce.

Workforce Trend Chart



Unit: Persons

Employee Type		Farglory Land Development						Farglory Construction					
		Male	Female	Total	Northern Taiwan	Central Taiwan	Southern Taiwan	Male	Female	Total	Northern Taiwan	Central Taiwan	Southern Taiwan
Employment Contract	Regular Employees	93	80	173	170	0	3	423	87	510	198	153	159
	Temporary Employees	3	13	16	16	0	0	6	1	7	5	1	1
	Employees with No Guaranteed Hours	0	0	0	0	0	0	0	0	0	0	0	0
Employment Type	Full-Time Employees	94	89	183	180	0	3	429	88	517	203	154	160
	Part-Time Employees	2	4	6	6	0	0	0	0	0	0	0	0
Employee Age	Under 30	10	11	21	21	0	0	111	21	132	35	53	44
	30-50	63	62	125	123	0	2	285	60	345	144	94	107
	Over 50	23	20	43	42	0	1	33	7	40	24	7	9

Non-Employee Workers

Among the non-employee workers reported by Farglory Land Development, the most common types were on-site property management personnel for each project, such as security guards, mechanical and electrical team leaders, community managers, community secretaries, and cleaning personnel. In 2025, there were 140 non-employee workers, representing a 133% increase from the previous year, mainly due to the completion and handover of large-scale projects during the year. Among the non-employee workers reported by Farglory Construction, the most common types were engineering contract service providers, including construction technical contractors for civil engineering, structural engineering, and interior finishing works. In 2025, the total number of non-employee workers was 2,256, with no significant fluctuation from the previous year.

Note: Non-employee worker data is calculated based on the headcount as of the end of 2025.

Diversity and Equality

Farglory Land Development and Farglory Construction actively respond to the global spirit of diversity, equity, and inclusion (DEI), and are committed to creating a diverse and equitable workplace. The companies protect the employment rights of different groups and enable every employee to fully demonstrate their individuality and unique strengths.

As of the end of 2025, Farglory Land Development and Farglory Construction employed a total of 4 persons with disabilities, 3 Indigenous employees, and 118 foreign employees. Accessible facilities are also provided in the workplace to ensure that all employees can work in a safe and convenient environment. In addition, the companies promote workplace inclusion through newsletters, internal meetings, and other channels to enhance awareness of and respect for diverse cultures. Moving forward, the companies will continue to provide suitable job opportunities and build a friendlier and more inclusive workplace culture.

Farglory Land Development	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Persons with Disabilities	0	0	1	1	1	1
Minority Groups (Indigenous Peoples)	0	1	1	0	1	0
Foreign Employees	1	0	0	0	0	0

Farglory Construction	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Persons with Disabilities	2	0	1	0	2	0
Minority Groups (Indigenous Peoples)	2	0	0	0	2	0
Foreign Employees	0	0	109	0	118	0

Note 1: According to Article 43 of the "People with Disabilities Rights Protection Act," Farglory Land Development and Farglory Construction review their employment of persons with disabilities against the legally required employment quota. In 2025, the number of employees with disabilities at Farglory Construction did not meet the required employment ratio of 1%. For the shortfall, Farglory Construction paid the required difference subsidies to the competent authority where it is located on a regular basis, in the amount of NTD 1,115,010.

Note 2: At the end of 2023, the government relaxed the policy on applications for foreign workers in the construction industry. As a result, Farglory Construction began introducing foreign workers in phases from March 2024, leading to a significant increase in the number of foreign employees. This has effectively eased labor shortages and helped improve project execution efficiency and progress.

Implementation Status

- The Company has built an accessible workplace environment. The headquarters building is equipped with accessible ramps and handrails at entrances and exits, a gender-inclusive and accessible restroom on the first floor, accessible elevator signage on each floor, and fully accessible office areas.
- The Company engages visually impaired massage therapists to provide on-site massage services for employees, promoting employment opportunities for people with visual impairments while supporting employees' physical and mental well-being. In 2025, the service was used by more than 248 participants.



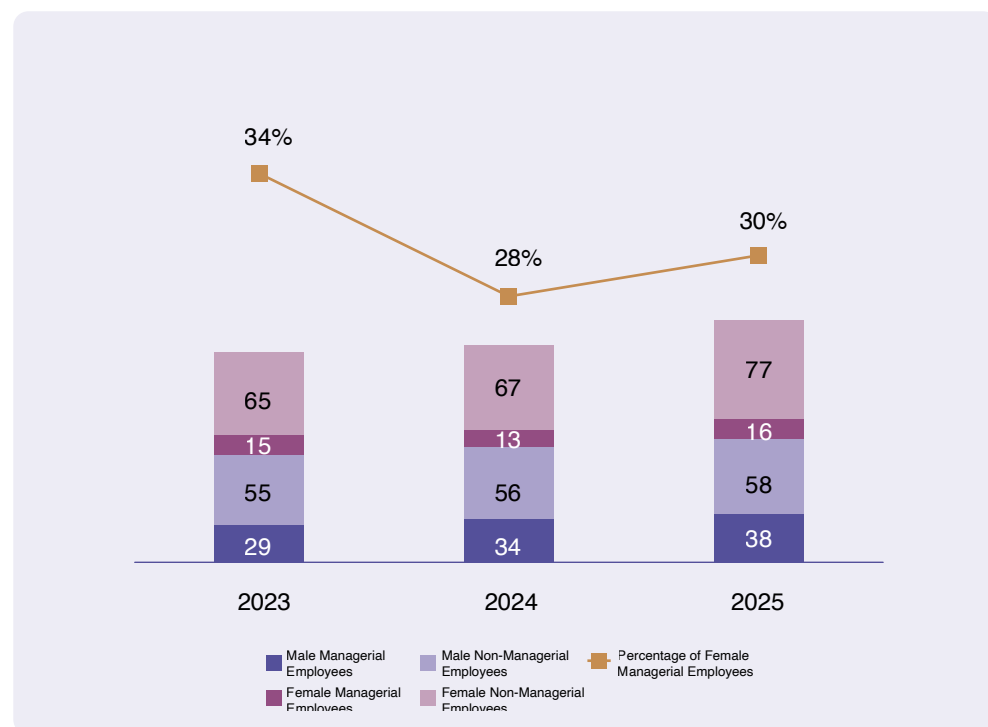


Farglory Land Development and Farglory Construction value gender equality. For the same position, salary and benefits do not differ by gender. The companies also actively provide professional training and continuing education opportunities, and they promote gender balance across job levels through a sound promotion mechanism.

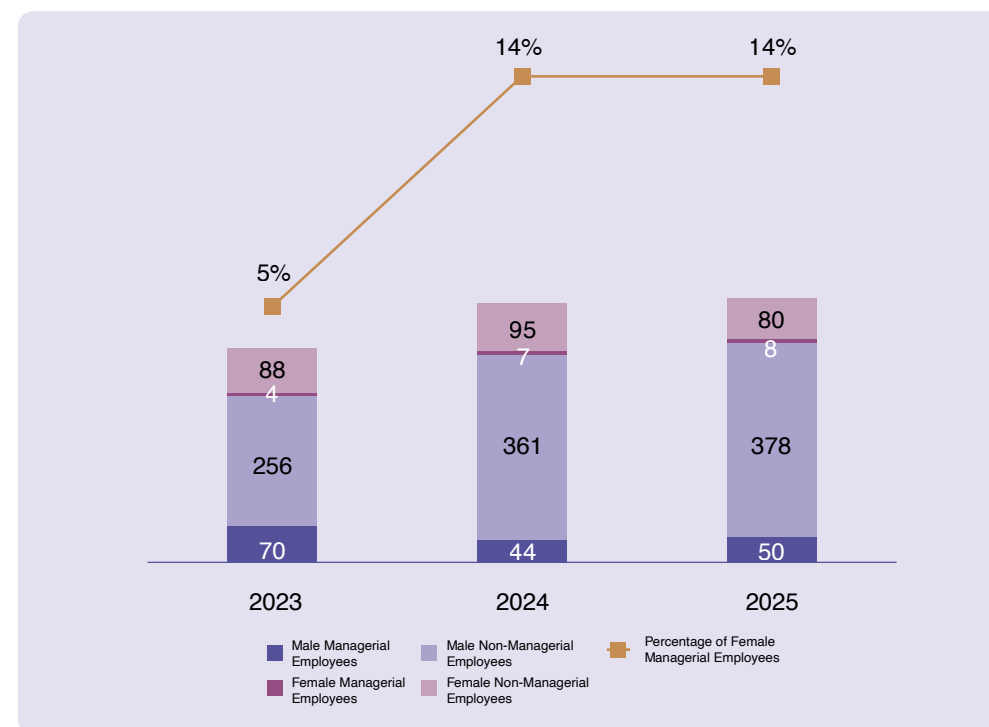
As of 2025, women accounted for 30% of managerial employees at Farglory Land Development, up 2 percentage points from 2024 and remaining broadly stable overall. At Farglory Construction, the percentage of female managerial employees increased significantly from 5% in 2023 to 14% in 2024 and remained at that level in 2025, indicating a notable increase in women's participation in management roles in the construction field. Due to the nature of work and the talent supply structure in the construction industry, men still account for the majority of employees, which also affects the overall gender distribution. Nevertheless, the companies continue to uphold the principle of gender inclusion, actively cultivating female management talent through gender-neutral selection and promotion systems and gradually optimizing the gender structure.

For female employees, the companies are committed to protecting employees' health and employment rights and providing a flexible and friendly workplace. Female employees may apply for unpaid leave after becoming pregnant and apply for reinstatement after maternity leave ends. The companies have also established independent lactation rooms that are available to female employees throughout the day. Male employees may apply for 7 days of fully paid prenatal checkup accompaniment leave and paternity leave before and after their spouse gives birth. To support employees in balancing work and family life, Farglory Land Development has also signed a childcare service agreement with the Hess International Educational Group for three consecutive years to provide preferential childcare programs.

Distribution by Position Category at Farglory Land Development



Distribution by Position Category at Farglory Construction



Note: Managerial positions are positions with people-management responsibilities, excluding the Chairman. Non-managerial positions are positions without such responsibilities.



5.1.2 Talent Recruitment

Farglory Land Development and Farglory Construction are committed to creating a fair and diverse workplace. In talent recruitment, we uphold the principle of "equal employment rights" and select talent based on the criteria established for each position, including professional capabilities, management attributes, and core competencies. The companies comply with the "Labor Standards Act" and internationally recognized basic labor and human rights principles. We do not discriminate on the basis of race, political affiliation, nationality, gender, sexual orientation, appearance, age, marital status, family background, disability, pregnancy, political stance, or religious belief, thereby implementing equal employment opportunity. (Please refer to Section [5.4.1 Human Rights Management Policy](#).)

To attract cross-disciplinary professional talent, we use diverse recruitment channels, including external recruitment platforms, internal employee referrals, and internal transfer mechanisms, thereby strengthening the diversity of our talent sources and organizational vitality. In addition, we have long deepened industry-academia collaboration and actively engaged with colleges and universities on campus. Through the internship mentoring system, we put the spirit of "learning by doing" into practice, helping students explore career paths and connect with the workplace. By continuously bringing in new talent and fresh perspectives, Farglory grows together with its people and creates new momentum for an outstanding brand.

	External Recruitment Platforms	Internal Employee Referrals	Internal Transfer Program	Industry-Academia Collaboration
Farglory Land Development	104 Job Bank Executive search consultants 64,381 views 2,350 applications received	Attracting outstanding talent through a competitive referral bonus system 2 employees referred 1 employee hired NTD 25,000 in referral bonuses	Promoting talent mobility and diversified career development 6 employees participated in the internal rotation program	Corporate visits / briefing sessions for faculty members and students 3 sessions
Farglory Construction	104 Job Bank 104,531 views 5,178 applications received 1111 Job Bank 36,929 views 772 applications received	Attracting outstanding talent through a competitive referral bonus system 18 employees referred 5 employee hired NTD 174,000 in referral bonuses	Promoting talent mobility and diversified career development 5 employees participated in the internal rotation	Campus recruitment information sessions 14 sessions Invited faculty members and students from colleges and universities to visit construction sites 1 sessions

Farglory Land Development Partners with Feng Chia University to Deepen Industry-Academia Collaboration through "Three Agreements in One Signing" and Advance Talent Sustainability

Guided by its philosophy of "people-oriented, better coexistence, and sustainable sharing," Farglory Land Development regards talent as the Company's most important core asset and actively builds a talent sustainability ecosystem through cross-sector collaboration and innovative mechanisms. To deepen industry-academia connections, Farglory Land Development officially signed an industry-academia collaboration agreement with Feng Chia University on September 23, 2025. Together with Farglory Construction and Farglory Realty, the three Farglory companies adopted an innovative "three agreements in one signing" collaboration model to establish a comprehensive industry chain collaboration platform, strengthen talent recruitment and development mechanisms, and implement the Company's sustainable talent strategy.

Centered on "talent sustainability," this collaboration promotes smart buildings, sustainable development, and next-generation talent cultivation through industry-academia co-creation. Key areas of collaboration include student internships, industry expert lectures, continuing education for corporate employees, faculty support for project research, and the joint organization of professional events and project collaborations. Through this multi-level collaboration framework, students can gain project experience early while aligning their learning journey more closely with industry development trends.

[Three Key Areas of Collaboration]



Industry: Cross-Sector Alliance to Create a New Industry-Academia Collaboration Model

Through "three agreements in one signing," the three Farglory companies and Feng Chia University have formed a combined force across the industry chain. Moving forward, the collaboration will promote student internships, the introduction of corporate projects, and lectures by industry experts, while focusing on ESG and smart city topics to jointly advance the development of sustainable buildings.



Professional Expertise: Smart Buildings to Drive Innovation and Upgrading

Farglory will introduce new technologies such as AI, smart construction sites, and automated building systems, providing students with opportunities to participate in R&D projects and laboratory practice. This will help students translate professional knowledge into practical capabilities and support the continued innovation and upgrading of the building industry.



Talent: Cultivating Emerging Talent and Key Talent for Sustainability

Through an "industry mentor system" and professional exchange platform, Farglory helps students connect with workplace needs and accelerate employment, putting into practice the concept of "turning industry into the classroom and bringing learning into the field." This strengthens the professional competitiveness of next-generation talent.



▲ Farglory Land Development President Wang Yao Tang returned to his alma mater as an alumnus and signed the industry-academia collaboration agreement with Feng Chia University on behalf of Farglory Land Development, Farglory Construction, and Farglory Realty.



▲ The signing ceremony was held at the Multi-Purpose Hall of Virtuos Hall at Feng Chia University, with faculty and staff in attendance.

Deepening Campus Engagement and Promoting Corporate Visits to Experience Sustainable Practices

Farglory Land Development values engagement with younger generations and regards corporate visits as an important way to deepen industry-academia interaction and talent development. In 2025, the Company invited faculty members and students from the Department of Architecture at National Taiwan University of Science and Technology and the Department of Land Management at Feng Chia University to visit the Company. Through on-site corporate visits, students gained a more concrete understanding of the construction industry's development, the Company's business philosophy, and how its sustainability initiatives are implemented in daily management and operations. Farglory Land Development believes that sustainability is not only part of systems and management but should also be communicated through open dialogue and experience sharing, allowing young students to see how companies turn their philosophies into concrete actions.

The corporate visit program included a company introduction, an overview of ESG concepts and implementation directions, a sharing session on FGN outcomes, and face-to-face exchanges with workplace mentors. Through this diverse program, students gained an overall understanding of the Company's development context, as well as a deeper understanding of the construction industry's work environment, workplace practices, and future career directions through practical sharing by frontline employees. To enhance the depth of the exchange, Farglory Land Development also collected topics of interest from students before the event and used them as the basis for planning the visit, making the exchange more focused and interactive.

Student feedback indicated that seeing corporate sustainability outcomes implemented in employees' workplace environments and in construction projects helped increase their sense of identification with the Company and their willingness to join. Moving forward, Farglory Land Development will continue to deepen its engagement with young students through campus exchange activities and expand its positive influence in talent development and social good.

- Number of Participants: **41**
- Event Satisfaction Score: **98**



"One-Day Construction Engineer" Construction Site Observation Experience

Guided by its commitment to deepening industry-academia collaboration and cultivating sustainable talent, Farglory Construction promotes experiential learning and practical exchange to help students connect academic learning with industry needs. On December 26, 2025, Farglory Construction launched its first "One-Day Engineer" construction observation experience, inviting **30** faculty members and students from



the Department of Public Safety and Fire Science at Chia Nan University of Pharmacy and Science to visit the construction site of the "Farglory Urban Forest" project. Through this on-site observation, students were able to step directly onto a construction site and translate classroom knowledge into practical application.

Before the activity began, a site safety briefing was arranged to explain the requirements for personal protective equipment (PPE). Participants were also required to wear safety helmets and reflective vests throughout the activity, demonstrating the Company's emphasis on occupational safety and health. The activity was then led by professional engineers, who guided students through the project site and provided explanations. Students gained an in-depth understanding of the overall construction process, from design drawings to structural completion, and visited key facilities, including the fire pump room, the central control room, and a sample floor. This strengthened their understanding of construction practices and occupational safety management at construction sites. In addition, an exchange session with engineers and the human resources team was arranged to help students understand industry development trends and internship opportunities, fulfilling the Company's responsibility in talent cultivation and the sustainable development of the industry.

Activity Details:

- **Occupational Safety Protection Experience:** A construction site safety briefing was arranged to help students learn high-standard personal protective equipment (PPE) requirements at construction sites and experience the construction industry's rigorous approach to occupational safety and health.
- **Construction Site Tour:** Engineers guided students through the project site and introduced the building construction process and key facilities (the fire pump room, the central control room, and a sample floor).
- **Customized Learning Design:** Based on the students' background in fire safety studies, the activity strengthened explanations of construction site fire safety equipment and practical public safety management.



Activity Benefits:

- **Strengthened Professional Capabilities:** Enhanced students' practical understanding and application capabilities in construction engineering and safety management.
- **Early Exposure to the Workplace:** Helped students understand the industry environment and gain insight into career development opportunities.
- **Highly Rated by Participants:** The activity achieved a satisfaction score of **97**.

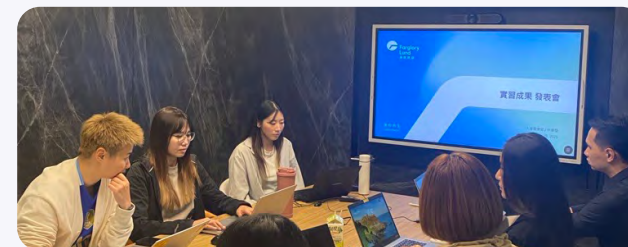
Farglory Land Development Promotes Internship Program to Cultivate Young Talent

Farglory Land Development values the cultivation of young talent and provides students with opportunities to gain exposure to industry practice through its summer internship program. Although the Company operates in the construction and development industry, its internship openings are not limited to the Design Department; they also include the Sustainability Strategy Development Office and the Human Resources Department. This allows students to explore not only professional fields related to architecture and development but also the work of corporate support functions, broadening their career development paths.

The summer internship program is designed based on the job characteristics of each department. Through placements across diverse departments, students are able to understand corporate operations from different perspectives and gain practical insight into both the workplace and the industry.

Although the program is a short-term summer internship, Farglory Land Development aims to help students quickly build practical understanding and workplace experience within a limited period of time through substantial and well-structured learning plans, laying a foundation for their future career development. Moving forward, the Company will continue to provide diverse learning opportunities, deepen its connections with young talent, and create a positive cycle between talent cultivation and sustainable development.

Farglory Land Development Combines Professional and Support-Function Internships to Open Diverse Career Learning Opportunities



Design Department

Participating in project practice and understanding project workflows

During their placement in the Design Department, Hsieh, a student from the Department of Architecture at National Cheng Kung University, participated in hands-on project work and gained an understanding of the practical aspects of construction and development projects, from planning and design to project advancement. The internship also provided insight into collaboration models across different professional disciplines.

Through learning arrangements close to frontline operations, the student engaged with collaborating units and partners in areas such as construction, real estate, and architectural firms, helping build a foundational understanding of development industry workflows and design practice.

- Accumulated internship hours: **200 hours**



Sustainability Strategy Development Office

Participating in sustainability projects and understanding ESG practices

During their time in the Sustainability Strategy Development Office, Bao, a student from Design+ at the University of Hong Kong, participated in sustainability project implementation and gained an understanding of how companies put sustainability concepts into practice in daily management and project execution.

Through practical participation, the student further learned about the role of ESG issues in corporate operations and the connection between sustainable development and industry practice.

- Accumulated internship hours: **283 hours**



Human Resources Department

Using data analysis to explore talent development

During their assignment in the Human Resources Office, Lin, a student from the Department of Information Management at National Central University, gained exposure to data application and learning and development practices, and assisted with TTQS certification work. Through these experiences, the student learned how companies implement talent cultivation, training systems, and organizational development in practice.

Through learning opportunities in a support function, the student also gained insight into how the development of companies in the construction and development industry relies not only on professional technical capabilities, but also on the support of diverse functions.

- Accumulated internship hours: **418 hours**



Farglory Construction Expands Internship Program to Cultivate Future Talent

To promote the integration of academic theory and engineering practice, Farglory Construction actively advances industry-academia collaboration programs. Through campus recruitment and internship systems, the Company provides students with practical learning opportunities while building long-term partnerships between itself and academia. In 2025, the Company's human resources team visited seven colleges and universities, including Vanung University, National Kaohsiung University of Science and Technology (Jiangong Campus), Chung Yuan Christian University, Cheng Shiu University, Chienkuo Technology University, National Pingtung University of Science and Technology, and Chia Nan University of Pharmacy and Science, to promote recruitment and internship opportunities. These efforts helped students connect with the workplace early and accumulate practical engineering experience.

In 2025, Farglory Construction recruited a total of **12** interns. Through a comprehensive internship development mechanism, the Company helped students gradually expand their learning from office administrative work to on-site field practice, gaining an in-depth understanding of engineering management processes and project execution. The internship covered a wide range of work, including engineering administrative operations, drawing interpretation, on-site quality management, safety management, construction coordination, and progress tracking. By participating in actual engineering projects, students developed professional skills, communication and coordination capabilities, and problem-solving abilities, thereby strengthening their future workplace competitiveness.

To deepen internship outcomes, Farglory Construction held achievement presentation sessions before the end of the internship, allowing students to share their learning results while promoting exchange between industry and academia. In 2025, a total of **3** achievement showcase sessions were held.

7 interns successfully completed the internship and received completion certificates, with total internship hours reaching **7,513 hours**. Among them, **2** interns officially joined Farglory Construction after graduation, demonstrating the Company's concrete results in talent cultivation and retention.

Through industry-academia collaboration and the internship development mechanism, Farglory Construction has successfully built a bridge between academia and industry. This not only provides students with an important pathway into the engineering industry but also enables the Company to cultivate and identify outstanding talent early. Moving forward, Farglory Construction will continue to deepen its industry-academia collaboration programs, expand exchanges and partnerships with colleges and universities, and cultivate more outstanding architecture and engineering professionals, contributing to the sustainable development of the industry and the improvement of the quality of the built environment.

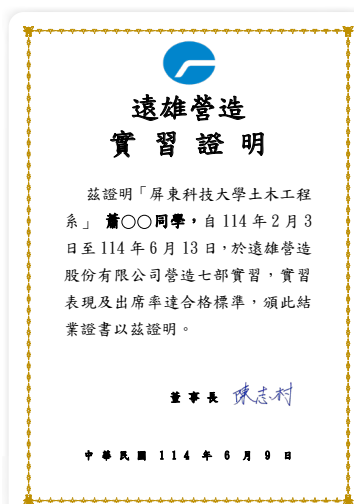


Intern Feedback | A Profound Experience from Theory to Practice

National Pingtung University of Science and Technology | Department of Civil Engineering | Student Hsiao

During my four-month internship at Farglory Construction's "Farglory Urban Sky Park" project site, I moved from classroom theory into a real engineering environment and experienced firsthand the process of a building project, from drawing design to construction completion. Through the internship, I learned practical skills such as engineering drawing interpretation, construction layout, site quality management, and safety management. I also gained a better understanding of the importance of progress management and coordination among different trades.

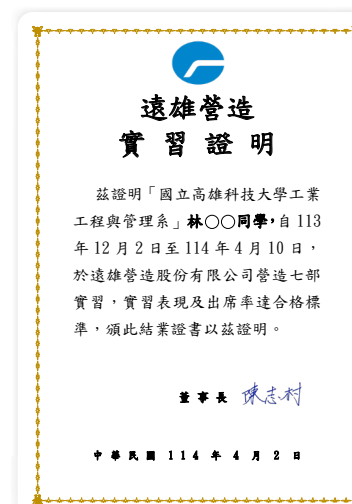
With guidance from my supervisors and senior colleagues, I gradually developed my problem-solving and teamwork skills and gained a deeper understanding of the high standards required for quality and safety in building construction. This internship experience not only enhanced my professional capabilities, but also gave me a clearer direction for my future career in the engineering field.



National Kaohsiung University of Science and Technology | Department of Industrial Management | Student Lin

When I first joined Farglory Construction's "Farglory Urban Forest" project site as an intern, my goal was to find a balance between academic learning and workplace practice, while gaining industry experience early. During the placement, I participated in the Company's internal operating processes and on-site construction work. Through cross-departmental collaboration and communication with colleagues from Buildings A and B, I gradually came to understand the Company's corporate culture, which values teamwork and practical efficiency. This helped me adapt quickly to the work environment, integrate into the team, and further confirm my future career direction in the construction and development industry.

This internship experience helped me deeply realize that a company is not only a place of work, but also an important platform for personal growth through teamwork and effective communication. Moving forward, I hope to continue strengthening my professional capabilities, grow together with the Company in my career development, and create greater value for the team.

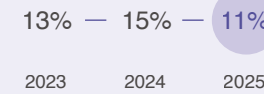




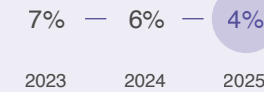
Overview of New Hires and Departing Employees

In 2025, Farglory Land Development had 20 new hires, with a new hire rate of 11%, down 4% from 2024. Farglory Construction had 95 new hires, with a new hire rate of 18%, down 26% from 2024, mainly due to the introduction of 113 foreign employees in 2024. In addition to recruiting talent, the companies also value feedback from departing employees. We conduct two-way exit interviews with every departing employee to better understand the main reasons for departure and develop improvement plans, using the results as an important basis for talent management and system optimization. In 2025, Farglory Land Development had 7 departing employees, with a turnover rate of 4%, down 2% from 2024. Farglory Construction had 72 departing employees, with a turnover rate of 14%, down 5% from 2024. Overall, turnover rates at both Farglory Land Development and Farglory Construction declined compared with the previous year. This improvement was mainly attributable to the companies' ongoing efforts to enhance the competitiveness of compensation and benefits, strengthen onboarding and employee development programs for new hires, and reinforce managerial care and support. In addition, talent retention initiatives have helped improve employees' willingness to remain with the companies, demonstrating that these measures are gradually delivering positive results.

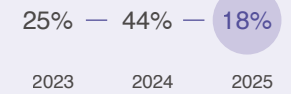
Farglory Land Development New Hire Rate



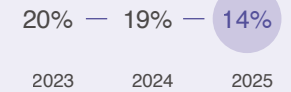
Farglory Land Development Turnover Rate



Farglory Construction New Hire Rate

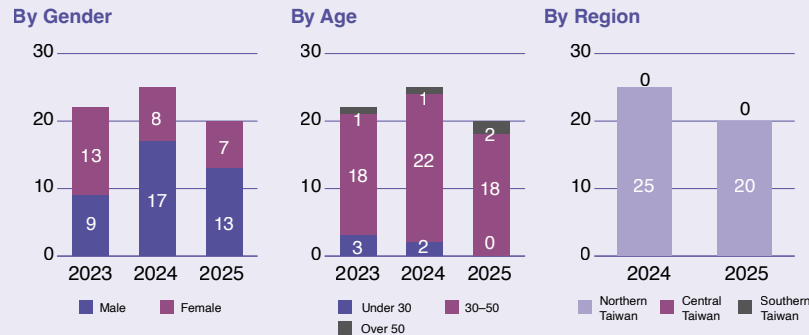


Farglory Construction Turnover Rate

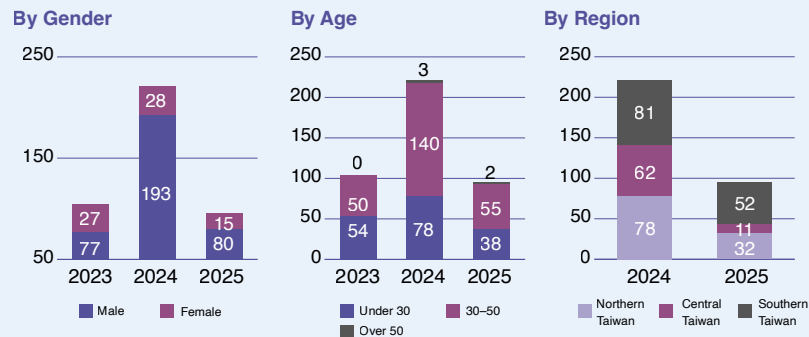


New Hire Statistics

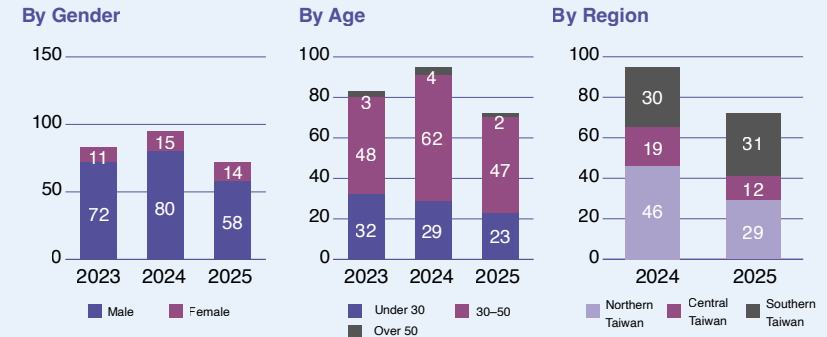
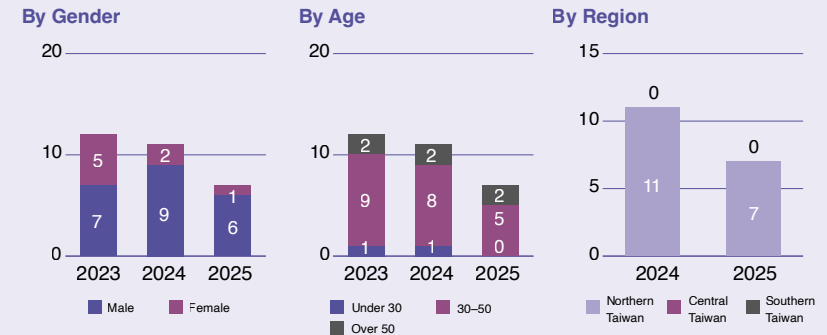
Farglory Land Development



Farglory Construction



Departing Employee Statistics



Note 1: The number of new hires refers to employees who joined the organization for the first time (excluding reinstated employees, interns, and contract employees).

Note 2: The number of departing employees refers to employees who left the Company voluntarily, due to dismissal, or due to death in the line of duty (excluding retirement, unpaid leave, and transfers within the Group).

Note 3: New Hire Rate (%) = Total Number of New Hires / Total Number of Employees at Year-End × 100%

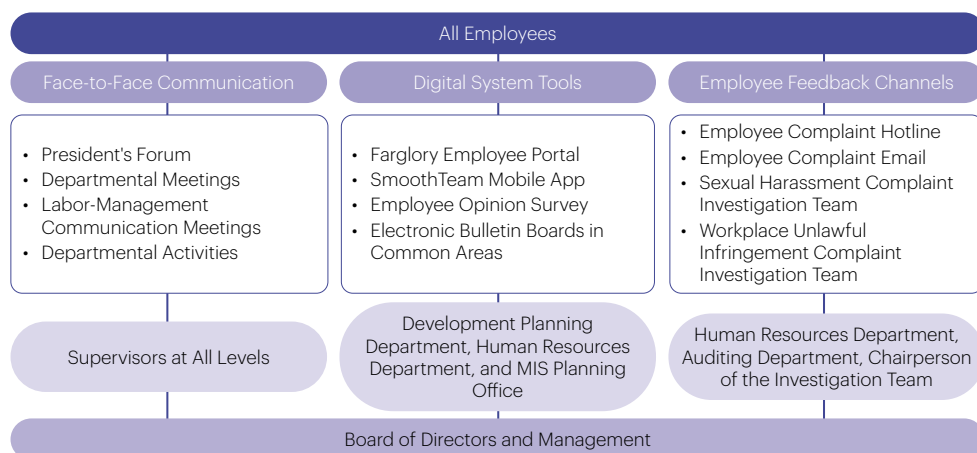
Note 4: Turnover Rate (%) = Number of Departing Employees / Total Number of Employees at Year-End × 100%

5.1.3 Harmonious Labor Relations

Diverse Communication Channels

To ensure smooth communication of Company-wide issues and important information, Farglory Land Development and Farglory Construction continue to build comprehensive and diverse communication channels, while strengthening communication mechanisms and related project implementation. These efforts improve the timeliness and completeness of information delivery and ensure that important issues are effectively understood and addressed through feedback.

Farglory Land Development and Farglory Construction have not established labor unions. However, to protect employees' rights and interests and promote communication between labor and management, the companies have established the "Regulations Governing the Implementation of Labor-Management Meetings" in accordance with the law, and ensure that labor-management meetings are held at least once each quarter. During the meetings, labor and management representatives discuss and negotiate matters such as employee welfare systems, employment conditions, workplace improvements, employee health and safety, and the promotion of labor-management cooperation. After each meeting, the meeting minutes and related announcements are published on the Company's EIP bulletin board to enhance information transparency, encourage employee participation, and jointly foster a positive communication culture. In 2025, Farglory Land Development held **5** labor-management meetings, with an average attendance rate of **77%**. The main topics discussed included adjustments to Company rules and systems, employee well-being, activity feedback, and workplace optimization. Farglory Construction held **4** labor-management meetings, with an average attendance rate of **88%**. Topics included explanations of adjustments to the annual working calendar in response to the Directorate-General of Personnel Administration, Executive Yuan's announcement of amendments to the "Directions on Make-up Holidays and Adjustment of Working Days for Government Organs Commemorating Memorial Days and Festivals." All labor-management agreements apply to all employees, ensuring the rights and interests of all parties and continuing to build a more transparent and open communication environment.



In addition, the Company has established diverse opinion feedback and complaint mechanisms, including multiple channels such as written submissions, email, and telephone. Related systems are also regularly communicated through the Company's EIP announcements and electronic bulletin boards to ensure that employees can raise opinions or file complaints in a safe and protected environment. Relevant systems include:

- "Employee Complaint Handling Guidelines"
- "Operating Guidelines for Prevention and Handling of Sexual Harassment in the Workplace"
- "Operating Guidelines for Handling Unlawful Infringement in the Performance of Duties"

Through diverse and accessible communication channels, the Company actively listens to the voices of employees and stakeholders, protects employee rights and interests, and creates a positive, safe workplace environment built on respect and trust. The companies encourage all personnel, whether internal or external, to report any conduct that violates laws, regulations, or company policies. Anonymous reporting channels have also been established to prevent improper supervision, unfair treatment, workplace harassment, and other such situations.

In 2025, Farglory Land Development received **1** employee complaint, while Farglory Construction received **6**. All cases were investigated and necessary disciplinary or separation measures were taken in accordance with the "Operating Guidelines for Handling Unlawful Infringement in the Performance of Duties," fully protecting employees' rights and interests. At the same time, the Company continues to strengthen related preventive measures through announcements, awareness communication, and training, remaining committed to building a respectful and friendly workplace culture.

Complaint Process for Workplace Unlawful Infringement and Sexual Harassment

- Filing Methods: Written submission, telephone, or email
- Complaint Channels: Unit supervisor or Human Resources Department
- Complaint Hotline: 02-27239999 ext. 2260
- Complaint Email: Land-Appeal@farglory.com.tw





Employee Opinion Survey

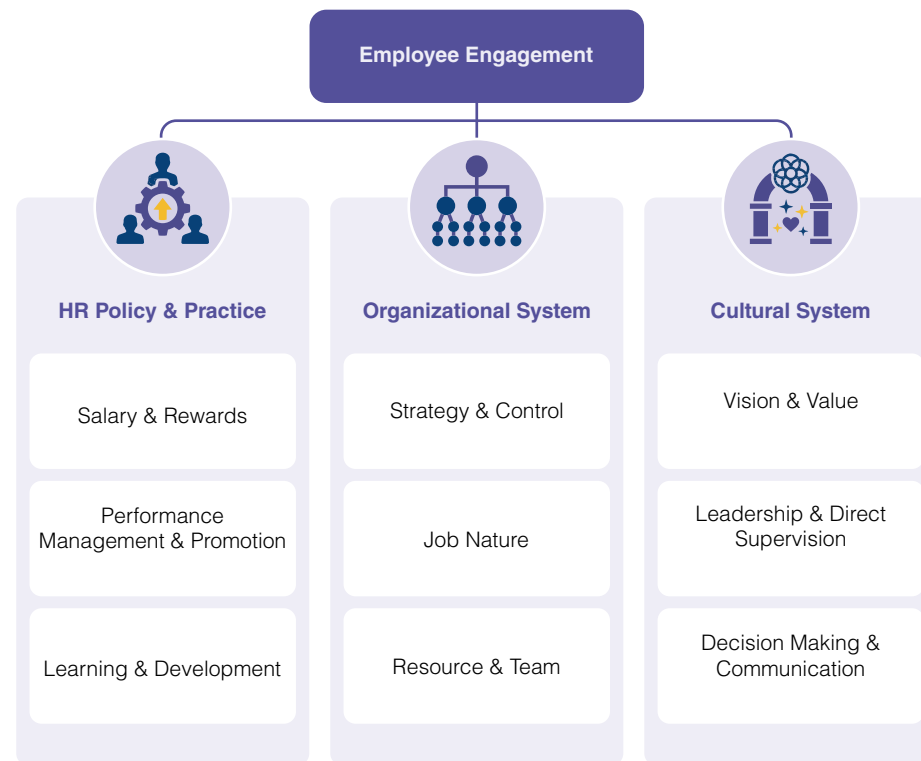
Farglory has long upheld its people-oriented spirit, listening carefully to employees' voices and actively making improvements. Through employee opinion surveys, the Company gains an understanding of employees' views and needs regarding the Company and their departments. The results serve as a reference for providing a stable work environment and further improving work efficiency, thereby fostering a positive cycle and a strong corporate culture.

Farglory Land Development recognizes the diversity and complexity of employees' needs, and fully understands that responding to these needs not only improves employee satisfaction and retention, but is also a key part of fulfilling corporate social responsibility and sustainability commitments. Accordingly, we adopt a multi-dimensional strategy to understand and respond to employees' various needs, including (1) training satisfaction surveys, (2) surveys on willingness to take on managerial roles, and (3) feedback on employee health and welfare programs. Through ongoing system optimization and concrete actions, we continue to strengthen the foundation of mutual trust between the organization and employees, while echoing the Company's commitment to environmental, social, and governance responsibilities. Farglory Land Development believes that only when employees feel supported and valued can we truly achieve the goal of corporate sustainability.

Since 2024, Farglory Land Development has fully implemented employee engagement surveys to understand employees' engagement with and identification with their work from a more objective and strategic perspective. The Company regularly engages an external professional consultant to conduct anonymous online questionnaire surveys. Based on the consultant's global engagement research model, the survey focuses on seven core assessment dimensions: job security, connection to goals, team relationships, recognition and advocacy, discretionary effort, pride, and intent to stay.



Through three major systems (human resources planning, benefits and development, and communication and organizational culture) and nine dimensions (compensation and rewards, performance management and promotion systems, learning and development, strategy and control, nature of work, resources and team, vision and values, leadership style and direct management, and decision-making and communication), the survey provides a more comprehensive analysis of the key factors that drive employee engagement and responds to employees' diverse needs. In 2025, a total of **173** employees participated in the survey, and **160** valid questionnaires were collected, representing a response rate of **93%**. This demonstrates employees' strong interest in organizational development. The valid response rate for open-ended questions was **91%**, with employees actively providing suggestions and ideas. The survey analysis showed that 61% of Farglory Land Development employees agreed that they were highly willing to contribute to the Company's success, 32% stated that they were willing to put in extra effort beyond what was required to help create the Company's success, and 44% stated that they were willing to stay with the current organization over the long term. All three results outperformed the global averages in Gartner's 2025 Q1 Global Labor Market Survey, demonstrating that Farglory Land Development has achieved certain results in building a workplace culture with strong employee identification and appeal.





Farglory Land Development Employee Engagement Survey Results

Item	Sub-item	2025	
		Percentage (%)	Action Plan for Improvement
All Employees	Percentage of Highly Engaged Employees	61%	[Performance Management] - Regularly review and optimize core competency standards. Support employee talent development and cultivation. - Strengthen explanation and communication of evaluation standards to support employees in demonstrating the expected competency behaviors. - Continue to promote competency-based behavioral standards by integrating performance and training processes, strengthening behavioral implementation and team collaboration. - Review behavioral performance through workforce assessments and establish a positive cycle of objective feedback and growth. [Promotion and Talent Development] - Establish and implement an optimal workforce assessment mechanism to achieve a lean, high-quality talent deployment strategy. - Optimize communication guidelines for job grade standards to help supervisors and employees conduct promotion and development discussions and make development paths more transparent. - Promote internal digital transformation and use data to improve management efficiency, reduce management pressure, and increase willingness to take on managerial roles.
	Percentage of Employees with Low Engagement	39%	
By Gender	Percentage of Highly Engaged Female Employees	56%	
	Percentage of Highly Engaged Male Employees	65%	
By Age	Percentage of Highly Engaged Employees Aged 35 and Under	44%	
	Percentage of Highly Engaged Employees Aged 36–45	59%	
	Percentage of Highly Engaged Employees Aged 46–55	72%	
	Percentage of Highly Engaged Employees Aged 56 and Above	88%	
By Position	Managerial Employees	84%	
	Non-Managerial Employees	52%	
Response Rate	Questionnaire Response Rate	93%	

Learning and Capability Growth		Work Processes and Support		Effective Communication and Response	
Average 70%	- Working with colleagues gives me exposure to different professional fields, allowing us to learn from one another and spark new ideas together. - Participating in projects has helped me strengthen my integration and adaptability skills.	Average 69%	- Even when colleagues are busy, they are always willing to help one another when someone needs support. - A shared sense of mission to create better coexistence enables everyone to move forward together toward the same goal.	Average 68%	- When problems arise, everyone discusses solutions and supports one another to achieve shared goals. - I am very grateful for partners who are willing to listen patiently and consider things from one another's perspectives. - When working with colleagues at different levels, colleagues are willing to share and exchange views openly. This atmosphere of mutual trust makes two-way communication more effective.

Farglory Construction conducts an "Employee Satisfaction Survey" on a regular annual basis to continue strengthening employee experience and promoting the organization's sustainable development. The survey anonymously collects employees' opinions on the work environment, corporate culture, and systems and measures, helping the Company understand employees' needs and workplace experiences to serve as an important basis for continuously optimizing management systems and employee care initiatives. The survey covered nine major dimensions, including "Sustainability," "Leadership," "Collaboration," "Culture," "Compensation," "Development," "Work," "Advocacy," and "Engagement." A total of 38 indicators were designed, covering 67 questions and two short-answer questions. In 2025, a total of **327** employees participated in the survey, and **272** valid questionnaires were collected, representing a response rate of **83%**. The survey results showed that overall employee satisfaction was **70.8 points**, up 0.4 points from 70.4 points in 2024. This indicates that the Company's continued attention to employees' voices and improvement measures has gradually delivered results. Overall, employees gave positive ratings for the Company's performance in areas such as sustainability, leadership, and culture. However, the survey also showed that there is still room for improvement in certain areas, mainly including "work processes," "performance management," and "internal fairness." In response to these areas, the Company has developed the following improvement actions to continue enhancing employee work experience and organizational operating efficiency.



● Optimize "Work Processes"

- (1) Simplify administrative processes and introduce digital tools to improve operating efficiency.
- (2) Establish diverse communication channels to ensure information transparency and promote cross-departmental information flow.



● Enhance "Performance Management"

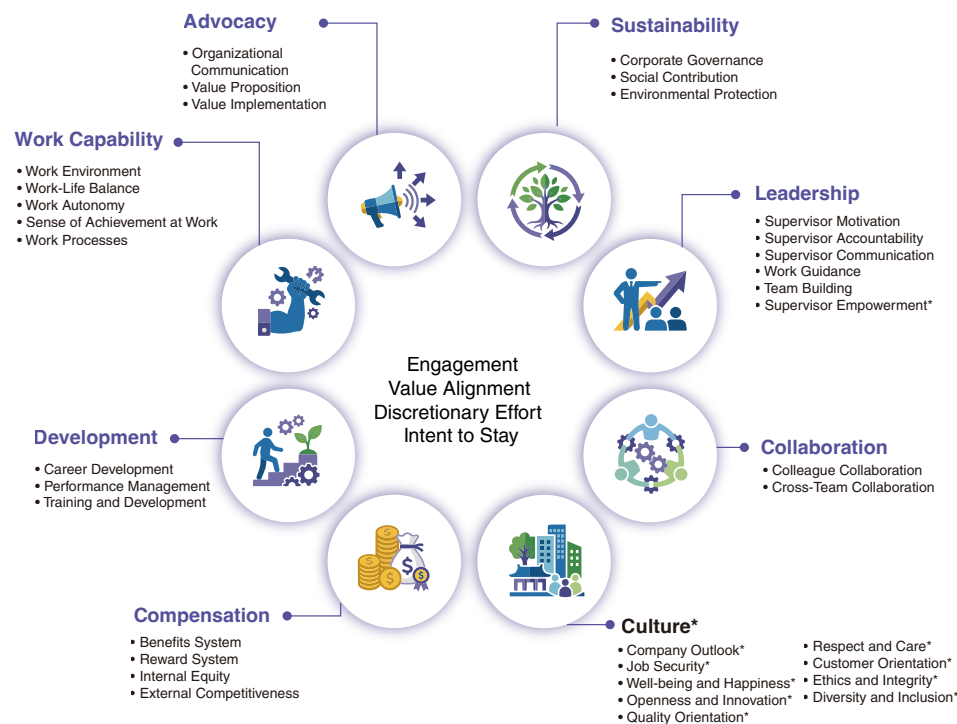
- (1) Review the reasonableness of KPI indicators at the beginning of the year and communicate them to all employees to ensure an open and transparent performance management process.
- (2) Conduct a mid-year review of KPI indicator reasonableness and make timely adjustments based on actual operating conditions.



● Strengthen "Internal Equity"

- (1) Conduct regular market salary surveys to ensure that salary levels are aligned with industry standards.
- (2) Establish a compensation system that supports internal equity and ensures a reasonable reward mechanism.
- (3) Optimize compensation management strategies to improve talent retention and strengthen corporate competitiveness.

Farglory Construction Employee Satisfaction Survey Dimensions



*New survey dimensions were added in 2025.

Farglory Construction will continue to gain a deeper understanding of employees' needs through employee satisfaction surveys and diverse communication mechanisms, and will respond to employee suggestions through concrete actions. Moving forward, the Company will continue to deepen its corporate culture and improve the quality of the work environment and management systems, creating a more cohesive and fulfilling workplace while working together with employees toward corporate sustainability.

5.2 Talent Development GRI 404-1、404-2

Guided by the mission of "holistic talent development that enables people to realize their value and create change through action," Farglory Land Development and Farglory Construction are committed to providing employees with diverse and enriching learning channels, with digitalized "competency-based learning and development" at the core. In 2025, Farglory Land Development participated for the first time in the Talent Quality-Management System (TTQS) assessment organized by the Ministry of Labor and obtained **bronze** certification. This further demonstrates the Company's concrete achievements in institutionalizing its talent development system and quality management, and serves as an important foundation for the continuous optimization of talent development. Each year, based on its vision and goals, business strategies, external environment, and changes in laws, regulations, and practical requirements, the Company continues to optimize the content and operating mechanisms of learning and development. Through training and development programs for employees at different levels, the Company continuously enhances employee competitiveness to support sustainable operations and growth.



Promoting self-directed learning is an important strategy in the Company's talent development. We encourage employees to develop self-directed learning awareness and provide diverse learning resources and digital tools to build a comprehensive talent development framework. The Company and department supervisors plan systematic required and elective learning and development roadmaps and annual plans based on each professional field. By combining systematic training courses with practical outcome presentations, the Company improves the transfer of learning into application. Through a comprehensive talent development mechanism, the Company aims to accelerate talent cultivation, build a pipeline of professional talent, and help employees understand Farglory Land Development's determination to become "the most competitive brand in the construction industry," as we move together toward an outstanding future.

5.2.1 New Employee Mentoring

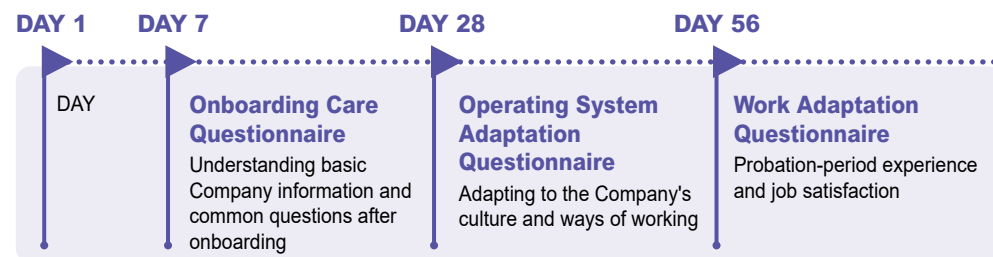
Farglory Land Development has always valued the growth and development of every new employee and is committed to building a comprehensive mentoring mechanism that enables new team members to quickly adapt to the Company's environment and apply their professional strengths. We begin caring for new employees from the interview stage and continue this support after they officially report for duty. Through various experiences and feedback mechanisms, the Company ensures that every new employee has a smooth onboarding and adaptation process.

To help new employees understand the Company's culture and workplace environment, we provide detailed pre-employment orientation covering the Group's organizational structure, workplace environment, unit functions, team member introductions, and relevant rights, obligations, systems, and regulations. In addition, based on each new employee's job responsibilities and talent standards, we formulate a "New Employee Mentoring Goal Plan" to help new employees quickly integrate into the Farglory team through the following measures:

- | | |
|---|---|
| <ul style="list-style-type: none"> • Personal Job Goal Setting: Establish clear job development directions based on each new employee's responsibilities. | <ul style="list-style-type: none"> • Online Learning Records: Use digital tools to gradually record each new employee's learning progress and adaptation status. |
| <ul style="list-style-type: none"> • One-on-One Mentoring Mechanism: Select suitable mentors to provide guidance and training. | <ul style="list-style-type: none"> • Regular Interviews and Evaluations: Direct supervisors and mentors conduct regular interviews with new employees and complete online evaluations, providing timely feedback and suggestions. |

Onboarding Care and Adaptation Tracking

In addition, Farglory Land Development regularly sends care questionnaires to new employees within 60 days of onboarding to understand their thoughts and suggestions regarding the Company's environment, culture, and work. In 2025, the response rate for new employee feedback questionnaires was 87.4%. According to 2025 statistics, the retention rate of new employees within three years of joining the Company (excluding non-regular employees) was 85%, while the retention rate of new employees within two years of joining the Company (excluding non-regular employees) was 84.7%.



Professional Training and Growth Opportunities

To ensure that new employees fully understand the Company's business philosophy and professional skills, Farglory Land Development regularly organizes new employee training and occupational safety training. The training covers topics such as the Company's brand value and mission, attendance and benefits, information security and confidentiality, individual performance evaluation and career development, and product and market analysis.



- New Employee Training: **2** sessions
- Total Participants Trained: **37**
- Average Satisfaction Score: **96**



- New Employee Training: **3** sessions
- Total Participants Trained: **65**
- Average Satisfaction Score: **97.6**

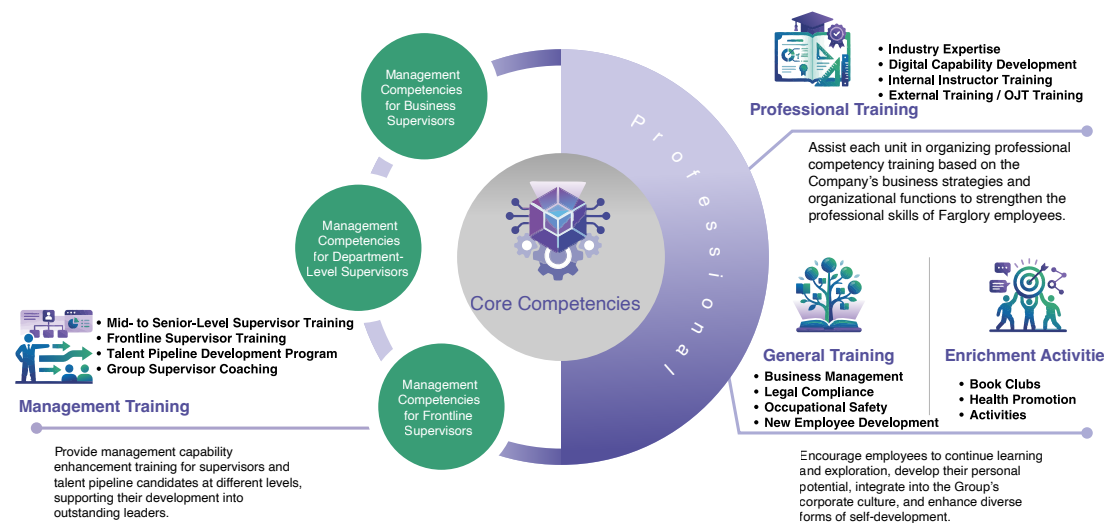




5.2.2 Learning and Development

Farglory Land Development values employees' professional capabilities and long-term career development, and regards talent cultivation as an important foundation for corporate sustainability. In accordance with the "Learning and Development Operating Guidelines," the Company plans its annual education and training program each year based on competency needs and organizational development directions. Through a systematic training mechanism, the Company continues to enhance employees' professional capabilities and overall competitiveness. Learning and development is mainly divided into four major areas: management training, professional training, general training, and enrichment activities. Course content covers strategic leadership, team leadership, ESG sustainability lectures, innovation and change, digital transformation, data extraction, business management, and professional training for each unit, ensuring that employees are equipped with the capabilities needed to respond to future challenges and support organizational development.

To improve learning efficiency and foster a culture of self-directed learning, the Company introduced a Human Resource Development (HRD) system in 2022, integrating online learning platforms and enabling employees to learn anytime, anywhere, based on their individual needs. Some courses are designed as short modular learning units, helping employees make effective use of fragmented time, reduce the learning burden, and improve learning participation and outcomes.



Farglory Land Development and Farglory Construction plan corresponding professional and leadership training courses based on different job categories and job levels. Through training needs surveys, course evaluations, and feedback mechanisms, the companies continue to optimize training content, helping employees plan their career development and build diverse learning pathways. Through a systematic talent development system, the Company not only enhances employees' professional capabilities and organizational engagement but also strengthens overall corporate talent competitiveness. In 2025, Farglory Land Development offered a range of training programs. These included a supervisor alignment workshop that combined cultural visits and project tours in southern Taiwan to strengthen market insights and employees' connection to the local environment. The Company also introduced a practical financial management simulation for section-level supervisors to strengthen cost-control thinking and held an all-employee Goals and Vision Action Day to build organizational consensus. Total training hours for the year reached **6,905.5** hours, averaging **36.5** hours per employee. Farglory Construction continued to strengthen professional training and experience transfer at construction sites. Total training hours for the year reached **27,380** hours, with an average of **53** training hours per employee. The significant difference from the previous year was mainly due to adjustments in training strategies based on organizational development priorities and practical needs in each year, resulting in differences in course planning and implementation methods. Therefore, the quantitative data for different years is not directly comparable. Moving forward, Farglory will continue to dynamically adjust training content and methods based on organizational development needs, optimize its education and training system and learning resources, and cultivate more talent with professional capabilities and a sustainability mindset, laying a solid foundation for the Company's long-term and stable development.

Farglory Land Development	 Male	Employee Category	Total Training Hours	Total Headcount	Average Training Hours	 Female	Total Training Hours	Total Headcount	Average Training Hours
		Managerial Employees	1,900.5	38	50		806	16	50.4
		Non-Managerial Employees	1,776.5	58	30.6		2,422.5	77	31.5
		Total	3,677	96			3,228.5	93	
Farglory Construction	 Male	Employee Category	Total Training Hours	Total Headcount	Average Training Hours	 Female	Total Training Hours	Total Headcount	Average Training Hours
		Managerial Employees	2,875	50	57.5		460	8	57.5
		Non-Managerial Employees	19,845	378	52.5		4,200	80	52.5
		Total	22,720	428			4,660	88	

Overview of Education and Training in 2025

Training Category		Farglory Land Development			Farglory Construction		
		Total Sessions	Total Participants	Total Expenses (NTD)	Total Sessions	Total Participants	Total Expenses (NTD)
Internal Training	Management Training	13	323	3,395,010	6	107	571,363
	Professional Training	21	797		379	1,607	
	General Training	14	1,722		24	818	
External Training	Management Training	32	36	727,186	12	2	427,750
	Professional Training	43	55		17	17	

2025 Subsidies for Professional Certifications and Degree Studies

	Farglory Land Development		Farglory Construction	
	Participants	Subsidy Amount (NTD)	Participants	Subsidy Amount (NTD)
Professional Certifications	3	45,000	17	27,750
Degree Studies	2	24,000	2	400,000



▲ Public Recognition for Professional Certifications



▲ Public Recognition for Degree Studies

Supervisor Alignment Workshop Enters Urban and Rural Communities, Strengthening the Integration of Environmental Sustainability, Culture, and the Arts

To build a stronger Farglory Group culture and strengthen cross-organization collaboration, Farglory Land Development, together with Farglory Construction and Farglory Realty, jointly organized a supervisor alignment workshop. The program brought supervisors into cities and project sites in southern Taiwan, using scenario-based and experiential learning to enhance market insight and local connections. With the theme of "Working Together to Build the Future," the program was designed with cross-company group tasks and simulation challenges to promote communication and collaboration, inspire innovative thinking, and strengthen strategic adaptability. At the same time, through mentor guidance and real-time feedback mechanisms, the program deepened leadership, teamwork, and consensus-building, promoting a cultural shift from "department-based thinking" to "shared organizational goals." The overall program emphasized both hands-on practice and reflection, helping translate learning outcomes into action. In 2025, relevant supervisors were invited to participate, with a total of **74** supervisors attending and a participation rate of **98.7%**. Post-program survey results showed that supervisors reported a **93.8%** improvement in "consensus-building and team awareness," with overall satisfaction reaching **92.8%**. These results demonstrate the Company's continued progress in optimizing education and training and building high-performing teams.



Expanding the All-Employee Vision and Goals Action Day to Turn Strategic Consensus into Concrete Action

To strengthen talent development and promote strategy implementation, Farglory Land Development expanded its "All-Employee Vision and Goals Action Day." Through a systematic course design, the program helped employees align with the 2026 vision and annual goals, turning strategic consensus into concrete action. The program centered on group tasks, scenario-based experiences, and mentor guidance, combined with strategic briefings by supervisors and cross-departmental exchanges. It deepened the "one-team" spirit, strengthened collaboration and communication capabilities, and established a two-way dialogue mechanism to build organizational consensus. The activity also emphasized both hands-on practice and reflection, cultivating employees' ability to learn proactively and pursue continuous improvement, while shaping a cohesive organizational culture. In 2025, relevant employees were invited to participate, with a total of **167** participants and a participation rate of **96%**. Post-program survey results showed that employees reported a **93.8%** improvement in their understanding of the 2026 vision and goals, with overall satisfaction reaching **85.4%**. Post-program feedback will also serve as a basis for future optimization, helping the Company continue improving training effectiveness and organizational competitiveness.



5.3 Compensation System and Diverse Benefits

GRI 2-19、2-21、201-3、401-2、401-3、403-3、403-6、404-3、405-2

To create a positive work environment and inspire employee enthusiasm and cohesion, we have established sound compensation policies and welfare systems. These provide employees with stable compensation protection and multi-faceted benefits, while promoting employees' physical and mental well-being and creating a diverse and fulfilling workplace.

Comprehensive Employee Care Recognized with Happiness Enterprise Gold Award

With "employee well-being" at the core, Farglory Land Development and Farglory Construction continue to build a happy workplace environment that supports both work and quality of life. In 2025, Farglory Land Development, Farglory Construction, and Farglory Realty all received the **"1111 Happiness Enterprise Gold Award."** In addition, Farglory Land Development received the **"Marriage and Childbirth Recognition: Happiness Guardian"** honor, while Farglory Construction has won the award for four consecutive years. These achievements demonstrate the companies' long-term commitment and concrete results in employee care, family support, and workplace-friendly measures.



The companies advance employee well-being through both systems and culture, building a diverse and supportive employee benefits framework. Benefits include a range of leave options, such as Lunar New Year welfare leave, volunteer leave, employee travel leave, and birthday leave. Support is also provided at key life stages through childbirth, childcare, and marriage allowances, as well as home purchase benefits. At the same time, holiday bonuses, health checkup subsidies, and living welfare benefits are provided to comprehensively support employees' physical and mental health, as well as their daily needs.

Overall, Farglory regards employees as an important foundation for corporate sustainability. Through comprehensive benefits and care measures, the Group is committed to creating a workplace where employees can work and live with peace of mind. By ensuring that employees receive support at different life stages, Farglory strengthens organizational cohesion and long-term development momentum, fulfills its corporate social responsibility through concrete actions, and advances toward its sustainable vision of "better coexistence."

5.3.1 Compensation System

Farglory Land Development and Farglory Construction provide reasonable and market-competitive compensation and related benefits policies to attract outstanding talent and strengthen the retention of existing talent. The Company determines employees' salary levels based on their educational and professional background, professional knowledge and skills, years of professional experience, and individual performance. Starting salaries for all positions are higher than the statutory minimum wage under the Labor Standards Act. The Company also ensures that employee compensation does not differ on the basis of gender, race, age, religion, sexual orientation, or marital status. Employee compensation and benefits comply with applicable laws and regulations, including requirements related to minimum wage, working hours (including overtime), insurance, retirement systems, and other statutory benefits.



Compensation Structure

- Farglory Land Development: Monthly salary + performance bonus + annual bonus (including year-end bonus and employee remuneration)
- Farglory Construction: Monthly salary (including professional engineer allowance, transportation allowance, and certification allowance) + incentive bonus + annual bonus (including year-end bonus and employee remuneration)

Guided by the philosophy of "sharing business profits with employees," Farglory Land Development conducts annual performance evaluations based on the Company's overall operating performance for the year and employees' individual work performance. Based on the evaluation results, the Company implements promotions and salary adjustments, and pays year-end bonuses and employee remuneration. With respect to the employee remuneration system, the Articles of Incorporation of both Farglory Land Development and Farglory Construction provide that if the Company records a profit for the year, not less than 1% of profit before tax shall be allocated as employee remuneration^{Note}. All employees of Farglory Land Development and Farglory Construction are able to share in the Company's operating results. In 2025, both Farglory Land Development and Farglory Construction allocated 1% of profit before tax as employee remuneration.



Bonuses and Remuneration

Rewards and remuneration are paid each year based on factors such as the Company's annual earnings, employees' performance, and achievement of targets.



Personnel Changes and Salary Adjustments

Annual salary adjustments are conducted on a regular basis each year. In addition to referencing external indicators such as the consumer price index and industry salary levels, the companies also consider employees' contributions and development potential to provide reasonable salary and position adjustments.

Note: Of the amount allocated as employee remuneration, not less than 30% is set aside for distribution to non-managerial employees.



2025 Annual Total Compensation Ratio

The ratio of the annual total compensation of the highest-paid individual at Farglory Land Development and Farglory Construction to the median annual total compensation of all other employees (excluding the highest-paid individual), referred to as the median ratio, ranged from 4.87 to 8.26. The ratio of the percentage increase in the annual total compensation of the highest-paid individual in 2025 to the median percentage increase in the annual total compensation of all other employees (excluding the highest-paid individual), referred to as the median increase ratio, ranged from 0.79 to 1.31.

Operating Entity	Median Ratio ^{Note 1}	Median Increase Ratio ^{Note 2}
Farglory Land Development	4.87	0.79
Farglory Construction	8.26	1.31

Note 1: Annual Total Compensation Ratio = Highest Total Compensation for the Year / Median Total Compensation for the Year

Note 2: Compensation Change Ratio = A / B

A: (Highest Compensation for the Year - Highest Compensation for the Previous Year) / Highest Compensation for the Previous Year

B: (Median Compensation for the Year - Median Compensation for the Previous Year) / Median Compensation for the Previous Year

Female-to-Male Compensation Ratio by Employee Category

The salary determination of all employees at Farglory Land Development and Farglory Construction does not differ by gender but varies by job category and job level.

Operating Entity	Level	Female: Male
Farglory Land Development	Department-Level and Above Supervisors	1:1.10
	Section-Level Supervisors	1:0.99
	Non-Supervisory Employees	1:1.02
Operating Entity	Level	Female: Male
Farglory Construction	Department-Level and Above Supervisors	1:1.32
	Section- and Project-Level Supervisors	1:1.09
	Non-Supervisory Employees	1:1.15

Note: The calculation is based on the full monthly salary of regular employees in December 2025. Directors, contract employees, and part-time workers are excluded from the statistics.

Salary Information of Full-Time Non-Managerial Employees

To protect the rights and interests of frontline employees, Farglory Land Development and Farglory Construction review salary levels each year to ensure that salary payments are higher than the statutory minimum wage. In 2025, the average basic salary of full-time non-managerial employees^{Note 1} at Farglory Land Development and Farglory Construction was 2.65 times and 2.25 times Taiwan's statutory minimum wage, respectively (Taiwan's statutory minimum wage in December 2025: NTD 28,590), demonstrating the companies' salary competitiveness.

While emphasizing operating performance, Farglory Land Development also values employee rights and interests. Guided by its sustainable management philosophy of "serving customers, caring for employees, and rewarding shareholders," the Company continues to improve salary treatment for frontline employees, promote a win-win relationship between labor and management, and implement corporate governance and corporate social responsibility. In 2025, the average salary of full-time non-managerial employees at Farglory Land Development was 1.79 times the average of full-time non-managerial employee salaries among listed companies in Taiwan's building material and construction industry^{Note 2}.

Operating Entity	Item	2024	2025	Two-Year Difference
Farglory Land Development	Number of Full-Time Non-Managerial Employees	156 employees	164 employees	Increase of 8 employees
	Average Salary of Full-Time Non-Managerial Employees	NTD 1,484 thousand	NTD 1,876 thousand	26%
	Median Salary of Full-Time Non-Managerial Employees	NTD 1,341 thousand	NTD 1,717 thousand	28%
	Average Employee Salary	NTD 1,917 thousand	NTD 2,355 thousand	23%
Operating Entity	Item	2024	2025	Two-Year Difference
Farglory Construction	Number of Full-Time Non-Managerial Employees	388 employees	385 employees	Decrease of 3 employees
	Average Salary of Full-Time Non-Managerial Employees	NTD 1,075 thousand	NTD 1,354 thousand	26%
	Median Salary of Full-Time Non-Managerial Employees	NTD 972 thousand	NTD 1,232 thousand	27%
	Average Employee Salary	NTD 1,119 thousand	NTD 1,431 thousand	28%

Note 1: Managerial employees refer to supervisors at the assistant vice president level or above, as well as the heads of the Finance Department and Accounting Department, the corporate governance officer, and the chief audit executive. Non-managerial employees refer to all other employees.

Note 2: The average salary of full-time non-managerial employees among listed companies in Taiwan's building material and construction industry was calculated based on data uploaded to the Market Observation Post System as of June 30, 2026.

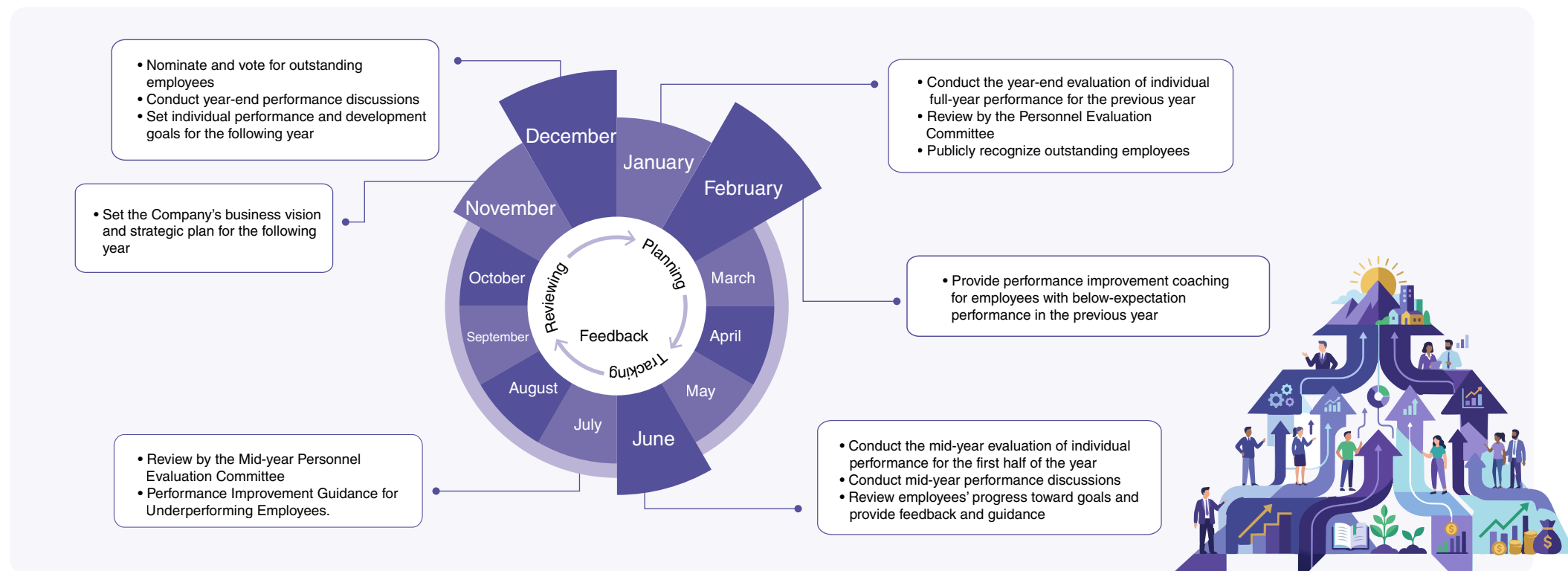


5.3.2 Performance Management

To ensure the effective implementation of operating plans and align departmental and individual goals with the Company's strategic direction, Farglory Land Development and Farglory Construction have established a comprehensive performance management system. The system serves as an important basis for employee promotion, training and development, and salary adjustments. At the beginning of each year, the Company sets overall strategic goals based on the annual operating plan. These goals are then cascaded from the top down to the President, department supervisors, and all employees, enabling each employee to clearly understand how their work is connected to the companies' strategic goals. This helps build organizational consensus and supports the achievement of annual operating targets.

The companies conduct performance evaluations and performance discussions through the Human Resource Development (HRD) system once every six months, for a total of two times per year. The evaluation covers all employees and does not differ by gender or job category. Through the performance evaluation mechanism, employees receive feedback and development recommendations to help them continuously improve their professional capabilities and work performance. Each evaluation is conducted across three dimensions: professional, core, and management competencies. During the evaluation period, supervisors and employees conduct one-on-one performance discussions on topics such as the professional capabilities and work attitudes that need strengthening for the current role, as well as the capabilities and values required for future career development. Upon mutual agreement, an individual development plan is established. In addition to performance discussions, the companies also encourage supervisors and employees to maintain ongoing communication and provide timely feedback in daily work. Through regular dialogue, consensus is built, further improving team performance and overall organizational operating effectiveness.

Performance Management Cycle





Performance evaluation results are reviewed in accordance with the principles of fairness and impartiality and submitted to the Personnel Evaluation Committee for discussion and review by supervisors of each unit to ensure the objectivity and consistency of the results. The final evaluation results are linked to compensation management, talent development, and talent deployment. Employees with outstanding performance receive public recognition, rewards, and incentives. For employees whose performance does not meet expectations, the Company provides coaching and support through dedicated improvement plans to help them improve their work effectiveness.

In 2025, the performance evaluation completion rate was 98.4%^{Note 1} for Farglory Land Development employees and 92.7%^{Note 2} for Farglory Construction employees. Details are shown in the table below:

Farglory Land Development					Farglory Construction				
Category	Gender		Number of Employees Who Received Regular Performance and Career Development Reviews	Percentage of Employees Who Received Reviews (%)	Category	Gender		Number of Employees Who Received Regular Performance and Career Development Reviews	Percentage of Employees Who Received Reviews (%)
	Male	Female				Male	Female		
Supervisors (Full-Time)	38	16	53	98.1	Supervisors (Full-Time)	48	8	54	96.4
General Employees (Full-Time)	55	65	119	99.2	General Employees (Full-Time)	252	80	313	94.3
Non-Regular Employees	3	12	14	93.3	Non-Regular Employees	7	1	0	0
Total	96	93	186	98.4	Total	307	89	367	92.7

Note 1: A total of 187 employees of Farglory Land Development participated in the annual performance evaluation during the year (including one employee on parental leave without pay). In addition, three employees participated in probation-period evaluations and did not participate in the annual performance evaluation.

Note 2: A total of 367 employees of Farglory Construction participated in the annual performance evaluation during the year. In addition, 19 employees participated in probation-period evaluations, and 7 interns, 1 consultant, and 2 employees on unpaid leave did not participate in the annual performance evaluation.

Employee Performance Improvement Plan (PIP)

Operating Method	Applicable Targets	Implementation Details													
After the annual performance evaluation process, employees with comparatively lower performance may be identified by the head of their respective unit or department for inclusion in the Employee Performance Improvement Plan (PIP). The plan is implemented only after review and resolution by the Personnel Evaluation Committee. For employees whose performance requires improvement, supervisors and employees are required to clearly identify the specific areas for improvement. The improvement items must follow the "SMART" principles, with regular reviews and feedback provided throughout the process.	Employees with comparatively lower performance	The supervisor and the employee included in the PIP jointly discuss and develop a clear, specific improvement action plan, an expected completion timeline, and measurement indicators. During the coaching period, the supervisor must strengthen guidance and provide the necessary support to help the employee improve work effectiveness. Before the deadline for completing the improvement goals, the supervisor must also conduct an interview with the employee and provide appropriate feedback. After performance coaching is completed, a Personnel Evaluation Committee meeting is convened in accordance with the Company's internal regulations. The supervisor explains the coaching results and recommends whether the employee has passed the plan. The result becomes effective after resolution by the Personnel Evaluation Committee members. The effectiveness of PIP coaching over the past three years is as follows:													
		Coaching Year	Evaluation year	Farglory Land Development					Farglory Construction						
				Number of Employees Included in PIP	Termination with Severance	Resignation	Passed Coaching	Continued Coaching	Number of Employees Included in PIP	Termination with Severance	Resignation	Passed Coaching	Continued Coaching		
				2023	2022 2023 Mid-Year	2	0	2	0	0	6	2	0	3	1
				2024	2023 2024 Mid-Year	3	2	0	1	0	5	0	0	4	1
2025	2024 2025 Mid-Year	3	0	0	2	1	2	0	0	2	0				

5.3.3 Diverse Benefits

To protect employees' work and lives, Farglory Land Development and Farglory Construction provide full-time employees with comprehensive basic benefits in accordance with the law, including Labor Insurance, National Health Insurance, group insurance, employee health checkups, and employee group accident insurance. These benefits help employees work with peace of mind while supporting their physical and mental well-being. In addition, the companies provide diverse benefits such as meal subsidies, preferential rates for dependents' insurance and self-paid health checkups, and year-end gathering activities. These measures strengthen employee care and support, and promote work-life balance. In 2025, average employee benefit expenses^{Note 1} at Farglory Land Development and Farglory Construction were **NTD 2,691 thousand** and **NTD 1,765 thousand**, respectively.

In addition to providing employees with basic statutory benefits, Farglory Land Development established the "Farglory Land Development Co., Ltd. Employee Welfare Committee" in 1997. In 2011, together with its subsidiary Farglory Construction, it established the "Farglory Land Development Co., Ltd. Joint Employee Welfare Committee." The committee meets regularly every three months to plan diverse benefit measures based on employee needs and the Company's development. The Employee Welfare Committee enhances employee well-being and strengthens employee cohesion and sense of belonging through annual travel activities, partnerships with contracted merchants (covering areas such as dining, accommodation, leisure and entertainment, daily life, and education), and various employee activities.

In terms of welfare resource allocation, the Company appropriates a certain percentage of operating revenue and employee salaries each month as employee welfare funds in accordance with the law. In 2025, a total of **NTD 24.93 million** was appropriated. The Joint Welfare Committee's annual welfare expenditure was **NTD 23.92 million**, representing an actual welfare fund utilization rate of **96%**. Related benefits cover family care (such as marriage cash gifts, childbirth subsidies, childcare allowances, and funeral subsidies), leisure and entertainment (such as travel subsidies, departmental gatherings, and club activities), and holiday benefits (such as Dragon Boat Festival, Mid-Autumn Festival, birthday, and Lunar New Year cash gifts). The companies also provide diverse daily life support measures, such as employee home purchase benefits and workplace coffee and tea beverages, creating a happy and friendly workplace environment.

Employee Welfare Committee Benefits		2025
Family Care	Marriage Gift Payment	80,000
	Fertility Treatment Subsidy (Artificial Insemination / IVF)	0
	Childcare Allowance	1,070,000
	Funeral Condolence Payment	180,000
	Hospitalization Condolence Payment	32,400
	Gifts for Major Life Events	510,950
	Emergency Assistance	0
Health Protection	Senior Health Care Gift Boxes	129,050
Leisure and Recreation	Travel Subsidies	6,747,783
	Department Gatherings	2,938,076
	Employee Clubs	44,981
	Employee Activity Fund	134,349
Holiday Benefits	Holiday Events	983,887
	Dragon Boat Festival Gift Payment	1,635,000
	Mid-Autumn Festival Gift Payment	1,678,500
	Birthday Gift Payment	1,354,972
	Lunar New Year Gift Payment	4,009,140
	Lifestyle Benefits Allowance	2,058,098
Workplace Well-being	Other Benefits (coffee beans / tea bags / sparkling water machine supplies in the workplace, etc.)	335,478
Total		23,922,664

Note 1: Average employee benefit expenses include salary expenses, Labor Insurance and National Health Insurance, pensions, meal expenses, employee welfare, training expenses, recruitment expenses, and other employee insurance expenses.

Note 2: This benefit applies only to Farglory Land Development. Farglory Construction plans to introduce a flexible commuting system in 2026, breaking away from traditional working hours in the construction industry.

(Unit: NTD)

Company Benefits		2025	
		Farglory Land Development	Farglory Construction
Family Care	Childbirth Allowance	200,000	510,000
Health Protection	Group Insurance	1,500,113	1,291,219
	Senior Wellness Gifts	337,100	0
	Health Checkups	362,000	659,000
	Occupational Health Nurse Consultation	11,400	0
	On-Site Physician Services	21,000	120,000
	Health Seminars / Wellness Activities	1,717,684	616,217
Education Grants and Scholarships	Continuing Education	69,000	81,215
Holiday Benefits	Lunar New Year Kickoff Event	346,000	0
	Mid-Autumn Festival Gift Boxes	98,800	0
Workplace Well-being	Family Day	337,577	285,764
	New Hire Welcome Bonus	61,000	0
	Outstanding Employee Recognition	75,000	194,106
	Outstanding Team Recognition	60,000	136,580
	Other Benefits (fresh milk / oat milk / coffee machine supplies in the workplace, etc.)	203,515	80,292
Total		5,400,189	3,974,393

- Flexible working hours: 1.5 hours^{Note 2}
- Employee Home Purchase Benefits

讚啦！



Company Trips

A total of 20 domestic and overseas trips were organized, with an overall participation rate of 83% and an overall satisfaction rate of 84%.



▲ Türkiye Trip



▲ Kinmen Trip

Employee Clubs

Employees took the initiative to invite colleagues with shared interests, resulting in the establishment of 3 clubs.



▲ Tennis Club



▲ Farglory Sports Club

Event Day

"Christmas Movie Screening": Two private cinema screenings were held, with an overall participation rate of 81%.



Employee Engagement Event

Mother's Day "Rice-Scented Care, Walking with Mother's Love:" Guanyuan charity rice was distributed to employees to share warmth and care.





Retirement System

- **Pension System under the Labor Standards Act:** Each month, 2% of total salaries is appropriated as the labor retirement reserve and deposited in a dedicated account with Bank of Taiwan under the name of the Labor Retirement Reserve Supervisory Committee.
- **Labor Pension Act:** Each month, 6% of employees' salaries is contributed to their individual labor pension accounts with the Bureau of Labor Insurance. For employees who elect to make voluntary pension contributions, the Company withholds the relevant amount from their monthly salary based on the voluntary contribution rate. To protect the rights and interests of employees with service years under the old pension system in relation to the Company's original pension plan, the Company allows employees to choose early settlement of their service years. This enables employees to plan and allocate their funds in advance, while ensuring that their rights and obligations under the employment contract remain unaffected by the settlement.
- **Courtesy Program for Retired Supervisors:** The Company provides an exclusive courtesy program for retired supervisors at the department/office level and above, including gold commemorative gifts or premium gifts, as well as appreciation luncheons or dinners, allowing retired supervisors to feel the Company's strong recognition and appreciation for their contributions.
- **Retiree Rehiring Mechanism:** In response to the trend of an aging society, the Company proactively established the "65 Plan" even before the relevant legal amendments were introduced. The plan encourages senior supervisors with experience and the ability to pass on knowledge to return after retirement and serve as advisors, continuing to participate in talent cultivation and professional knowledge transfer. This helps stabilize organizational operations, support generational transition, and fulfill the goal of sustainable talent development. For retired general employees, the Company also provides reemployment opportunities and flexibly rehires them based on actual business needs and the fit between their professional expertise and the role, enabling them to continue contributing their experience while supporting the continuity and transfer of the Company's corporate knowledge assets.

Childbirth and Fertility Treatment Subsidies

Farglory Land Development and Farglory Construction have implemented diverse childbirth support measures. In addition to providing lactation rooms, the companies offer a childbirth allowance of NTD 100,000 for each birth. The Joint Employee Welfare Committee also provides a Fertility Treatment Subsidy (Artificial Insemination / IVF) of NTD 6,000 per application, with up to three applications allowed per year. In 2025, a total of **17** employees of Farglory Land Development and Farglory Construction applied for the childbirth allowance, with subsidies totaling **NTD 650,000**.

Childcare Allowance

To support employees' family care needs, Farglory Land Development and Farglory Construction provide an annual childcare allowance of NTD 10,000 for each employee's child from age 1 through 6, helping reduce employees' childcare burden. In 2025, a total of **86** employees of Farglory Land Development and Farglory Construction applied for the childcare allowance. The Joint Employee Welfare Committee disbursed subsidies totaling **NTD 1,070,000**, continuing to support employees in balancing family and work through concrete measures and fostering an employee-friendly and supportive workplace.

Parental Leave Without Pay

Through a comprehensive leave and attendance management system and flexible workforce arrangements, the Company supports employees in applying for parental leave, helping them balance family responsibilities and career development during childcare periods. At the same time, the Company closely tracks employees' return-to-work and retention status after the end of their leave, with the aim of fostering a stable and employee-friendly workplace. In 2025, a total of **9** employees of Farglory Land Development were eligible to apply for parental leave, of whom 2 submitted applications, representing an application rate of **22%**. Of these employees, 1 completed the leave period and successfully returned to work after the end of the leave, resulting in a return-to-work rate of 100%. During the same period, a total of **45** employees of Farglory Construction were eligible to apply for parental leave, of whom 4 submitted applications, representing an application rate of **8.9%**. All of these employees successfully returned to work after the end of their leave, resulting in a return-to-work rate of **100%**. In terms of retention, employees of Farglory Land Development and Farglory Construction who returned to work after completing parental leave in 2024 remained employed 12 months after their return, resulting in a retention rate of **100%**. This fully demonstrates the effectiveness of the companies' family-friendly policies, which help employees balance work and family needs while supporting stable career development. The relevant statistics are shown in the table below:

Farglory Land Development 2025 Parental Leave	Gender		Total
	Female	Male	
Total number of employees entitled to parental leave (A)	3	6	9
Total number of employees who actually took parental leave (B)	1	1	2
Parental leave application rate (B ÷ A)	33%	17%	22%
Total number of employees scheduled to return to work after parental leave (C)	0	1	1
Total number of employees who actually returned to work after parental leave (D)	0	1	1
Return-to-work rate after parental leave (D ÷ C)	0%	100%	100%
Total number of employees who actually returned to work after parental leave in 2024 (E)	1	0	1
Total number of employees who completed parental leave in 2024 and remained employed 12 months after returning to work (F)	1	0	1
Percentage of employees who returned to work after completing parental leave in 2024 and remained employed for one year (retention rate) (F ÷ E)	100%	0%	0%

Farglory Construction 2025 Parental Leave	Gender		Total
	Female	Male	
Total number of employees entitled to parental leave (A)	7	38	45
Total number of employees who actually took parental leave (B)	3	1	4
Parental leave application rate (B ÷ A)	42.9%	2.6%	8.9%
Total number of employees scheduled to return to work after parental leave (C)	3	1	4
Total number of employees who actually returned to work after parental leave (D)	3	1	4
Return-to-work rate after parental leave (D ÷ C)	100%	100%	100%
Total number of employees whose parental leave ended in 2024 and who returned to work during the reporting period (E)	0	1	1
Total number of employees whose parental leave ended in 2024 and who remained employed 12 months after returning to work (F)	0	1	1
Percentage of employees whose parental leave ended in 2024, who returned to work, and who remained employed for one year (retention rate) (F ÷ E)	0%	100%	100%



5.4 Creating a Healthy and Safe Workplace

GRI 2-23、2-24、2-26、403-1、403-2、403-3、403-4、403-5、403-6、403-7、403-8、403-9、403-10、406-1、408-1、409-1
SASB IF-HB-320a.1

5.4 Creating a Healthy and Safe Workplace

Human Rights Policy

To protect the fundamental human rights of employees, suppliers, contractors, and business partners, Farglory Land Development and Farglory Construction have formulated a Human Rights Policy with reference to international human rights conventions and standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Declaration on Fundamental Principles and Rights at Work). The policy has been published on the companies' websites. The companies are committed to ensuring that every individual, both within and outside the companies, is treated with equality and dignity. **In 2025, there were no incidents of child labor, discrimination, or forced labor.**



[Farglory Land Development
Human Rights Policy]



[Farglory Construction
Human Rights Policy]

Human Rights Protection Training

To implement human rights protection and create a safe and respectful workplace, the Company has established relevant management systems in accordance with the "Human Rights Policy," including the "Operating Guidelines for Prevention and Handling of Sexual Harassment in the Workplace," "Operating Guidelines for Handling Unlawful Infringement in the Performance of Duties," "Occupational Safety and Health Management Operating Guidelines," and "Employee Complaint Handling Guidelines." These guidelines are published on the companies' EIP website for employee reference. Information on complaint channels is also disclosed through digital signage in office areas to ensure that employees understand their related rights and interests, as well as the available complaint mechanisms. The Company also plans human rights-related training each year, covering topics such as the prevention of workplace unlawful infringement and sexual harassment, disaster prevention and evacuation drills, occupational safety and health awareness, and health promotion seminars. These initiatives are designed to strengthen employees' human rights awareness and reinforce a culture of workplace safety. In 2025, the total training hours for human rights protection at Farglory Land Development and Farglory Construction were **1,522** hours and **1,459** hours, respectively.

Going forward, the companies will continue to deepen their human rights management mechanisms and expand the scope of protection to the supply chain. They will gradually establish systems such as the "HRDD Organizational Roles and Responsibilities Management Procedure," "Prohibition of Child Labor and Remediation Procedure," "Anti-Discrimination, Anti-Harassment, and Humane Treatment Management Procedure," "Forced Labor Elimination Management Procedure," "Freedom of Association Management Procedure," "Grievance, Feedback, and Communication Management Procedure," and "Whistleblower Protection and Anti-Retaliation Management Procedure." Through both system development and education and training, the companies aim to strengthen human rights risk management and reduce the likelihood of related risks.

Human Rights-Related Training Data of Farglory Land Development for the Past Three Years						
Item	2023		2024		2025	
	Training Participants	Total Hours	Training Participants	Total Hours	Training Participants	Total Hours
Workplace Unlawful Infringement and Sexual Harassment Prevention Course	161	80.5	170	170	170	340
Disaster Prevention and Evacuation Seminar / On-Site Drill	161	161	170	170	170	170
Occupational Safety and Health Awareness	148	148	24	12	37	18.5
Health Promotion Seminar	92	276	246	369	541	993.5
Human Rights-Related Training Data of Farglory Construction for the Past Three Years						
Item	2023		2024		2025	
	Training Participants	Total Hours	Training Participants	Total Hours	Training Participants	Total Hours
Workplace Unlawful Infringement and Sexual Harassment Prevention Course	419	209.5	85	42.5	534	557
Disaster Prevention and Evacuation Seminar / On-Site Drill	75	75	34	34	80	240
Occupational Safety and Health Awareness for New Employees	36	72	128	256	95	570
Online Health Promotion Seminar	36	144	129	193.5	551	92



Human Rights Due Diligence

To uphold and protect fundamental human rights, prevent any human rights violations, and ensure that all employees, partners, and relevant stakeholders are treated fairly and with dignity, the Company supports and complies with internationally recognized human rights standards and regulations, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) conventions. These serve as the Company's overarching guiding principles for promoting human rights due diligence (HRDD) and implementing human rights protection. The scope of the assessment covers the Company's own operations.

At the same time, the Company has established a systematic HRDD process in accordance with the UNGPs, covering five steps: (1) embedding into systems → (2) identifying and assessing → (3) ceasing and preventing → (4) tracking → (5) communicating. The process also incorporates the supply chain, including labor agencies and contractors.

The Board of Directors of the Company is the highest governance body for human rights issues. The Sustainability Development Committee has established a cross-departmental Human Rights Working Group to systematically and effectively promote human rights management measures, and regularly reports the implementation and progress of human rights management to the Board of Directors and the Sustainability Development Committee.

1. Human Rights Risk Identification and Assessment:



Through the Human Rights Working Group, and with reference to international human rights standards and the industry characteristics of the building and construction sector, the Company identified 13 core human rights issues as the assessment list. The assessment results showed no medium- or high-risk issues. For the issues prioritized by risk level, the Company has also established corresponding measures, training, and awareness initiatives, and continues to monitor their implementation.

2. Prevention / Risk Mitigation Plan:



Although all identified results were assessed as low risk, the Company continues to independently strengthen its human rights management measures. It has established eight major human rights management procedures covering control measures such as recruitment management, child labor prevention and protection, the elimination of discrimination, anti-forced labor, grievance mechanisms, freedom of association, whistleblower protection, and sustainable supplier human rights management.

3. Performance Tracking:



The Company regularly tracks the implementation status of each human rights management procedure. For the 13 core issues identified, the Company has also established key performance indicators, such as a 100% completion rate for human rights education and training and a 100% closure rate for grievance cases. At the same time, the Company has established diverse grievance channels, such as a hotline, email, and physical suggestion boxes. A dedicated unit regularly compiles and analyzes the number and types of grievances to ensure that any potential human rights impacts can be promptly remediated and improved. The tracking results are also fed back into the following year's risk assessment.

4. External Disclosure:



In line with the principle of information transparency, the Company regularly discloses the specific process of human rights due diligence, risk assessment results, and the implementation outcomes of related mitigation measures on its official website and in its annual sustainability report each year. By proactively communicating its human rights governance performance with stakeholders, including investors, employees, and suppliers, the Company demonstrates its long-term commitment to respecting labor rights and promoting human rights management across the supply chain.



Specific Human Rights Management Measures

Respect for Workplace Diversity, Anti-Discrimination, Anti-Harassment, and Humane Treatment	- Promulgated the "Anti-Discrimination, Anti-Harassment, and Humane Treatment Measures," "Operating Guidelines for Prevention of Unlawful Infringement in the Performance of Duties," and "Operating Guidelines for Preventive Measures, Complaint Handling, and Disciplinary Action for Sexual Harassment in the Workplace." - Implemented anti-discrimination and workplace equality training for all employees.
Elimination of Forced Labor	- Expressly prohibits the withholding of employees' identity documents and passports and implements protective measures to ensure that employees' freedom of movement is not restricted. - Employees may give a resignation notice within a reasonable period. The companies do not impose penalties, deductions, or other measures that restrict employees from resigning or otherwise disadvantage employees. - During the recruitment and hiring process, the Company complies with applicable international social standards, and employees are not required to pay any job-seeking fees to obtain employment.
Appropriate Working Hours	- Monitored working hours in real time and issued abnormality alerts through the digital attendance system. - Established management mechanisms to prevent excessive working hours and ensure compliance with regulatory requirements. - Implemented statutory attendance, leave, and special leave systems.
Equal Pay for Equal Work	- Established a transparent job evaluation and salary structure with internal equity. - Conducted regular compensation reviews to ensure that pay differences do not arise due to factors such as gender or nationality. - Implemented objective and data-based performance evaluation standards.
Appropriate Compensation and Benefits	- Ensured that base salary levels meet or exceed local statutory minimum wage requirements. - Established an Employee Welfare Committee to provide diverse benefits. - Provided regular health checkups and a comprehensive group insurance system.
Prohibition of Child Labor and Protective Measures	- Strictly implemented identity and age verification mechanisms during the recruitment process. - Established remediation and school attendance reporting procedures in the event of misused child labor. - Expressly prohibits assigning young workers under the age of 18 to high-risk work environments, such as work at heights on construction sites or heavy machinery operation.
Healthy and Safe Workplace	- Introduced and implemented the ISO 45001 occupational safety and health management system. - Regularly conducted public safety inspections, hazard identification, and risk assessments at construction sites and office areas. - Properly distributed and audited the use of personal protective equipment by employees and contractors.
Support for Freedom of Association	- Respected and protected employees' legal rights to organize or participate in labor unions. - Clearly declared that the companies will not subject employees to unfavorable treatment or interference due to their participation in lawful association activities.

Promoting Harmonious Labor-Management Relations	- Convened labor-management meetings regularly in accordance with the law to maintain two-way communication channels. - Held employee forums, satisfaction surveys, and internal team-building activities.
Accessible Grievance System	- Established diverse grievance channels, including a dedicated mailbox, hotline, and online forms. - Established a confidential and independent investigation and handling process, as well as the "Whistleblower Protection Measures," and strictly prohibits any form of retaliation against complainants.
Personal Data Protection	- Established the "Personal Data Management Operating Guidelines." - Ensured that the collection, processing, and use of personal data of employees, customers, and partners are all legally authorized. - Regularly destroyed expired paper and electronic confidential documents, as well as documents that no longer need to be retained.
Information Security Protection	- Implemented tiered control of system access permissions and an off-site data backup mechanism. - Regularly conducted education and training on information security and social engineering prevention. - Established software and hardware protection measures, including antivirus software and firewalls, and conducted regular vulnerability scans.
Giving Back and Contributing to Society	- Leveraged the core competencies of the construction industry to support community development or construction and repair projects in rural areas. - Promoted a corporate volunteer leave system to encourage employees to participate in social welfare activities. - Allocated a fixed percentage of funding for care for disadvantaged groups or education sponsorships.
Value Chain Management and Partner Collaboration	- Included "human rights clauses" in standard contracts with contractors and suppliers. - Implemented a supplier evaluation mechanism and conducted on-site human rights and occupational safety audits for high-risk contractors. - Refused to work with vendors that have records of major human rights violations.
Human Rights Awareness Communication and Advocacy	- Included the Human Rights Policy in mandatory New Employee Training courses for new employees. - Regularly held annual human rights and occupational safety advocacy meetings for all employees and contractors. - Disclosed the Human Rights Policy in prominent locations on the Company's official website and at workplaces, such as construction site bulletin boards.
Violation Handling Mechanism	- Established a cross-departmental disciplinary or personnel review committee to review violations. - Clearly defined disciplinary levels and standards for violations of the Human Rights Policy, such as sexual harassment and bullying. - Required responsible units to conduct root cause analysis and propose corrective and preventive measures for violations.
Implementation, Monitoring, and Continuous Improvement	- Regularly conducted annual human rights due diligence risk assessments and tracked the effectiveness of mitigation measures. - Senior management regularly held management review meetings to review the achievement rate of human rights targets. - Publicly disclosed human rights management performance through the annual sustainability report.

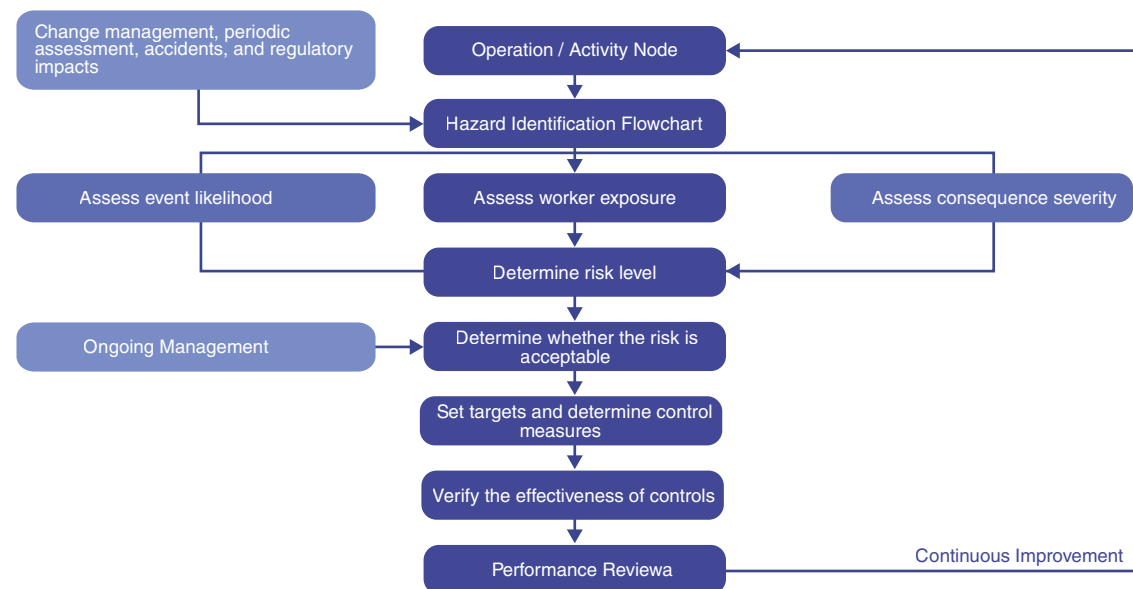
5.4.2 Occupational Safety and Health

To effectively prevent occupational accidents and protect the safety and health of workers, Farglory Land Development and Farglory Construction have set "zero occupational accidents and zero occupational diseases" as their highest aspirational goal. In accordance with the "Regulations for Occupational Safety and Health Facilities," the "Regulations Governing Occupational Safety and Health Management," and the "Occupational Safety and Health Management Plan Operating Standards," the companies have established the "Occupational Safety and Health Management Guidelines." To ensure a safe work environment for suppliers and contractors, the companies have also referred to the Taiwan Occupational Safety and Health Management System Guidelines (TOSHMS) issued by the Ministry of Labor, Executive Yuan, to strengthen internal occupational safety and health management. The scope of the management system covers the operating activities and workplaces of Farglory Land Development and Farglory Construction. It applies to all employees and workers who are subject to the management and direction of Farglory Land Development and Farglory Construction at the relevant workplaces, covering a total of 3,102 people across 56 workplaces. Through an institutionalized management framework, the companies systematically identify and assess occupational safety and health risks, and adopt corresponding control and preventive measures to reduce the likelihood of work-related hazards.

For Farglory Construction, occupational safety-related operating guidelines are also established for different types of work based on the nature of operations at each stage of construction site activities, in accordance with the "Labor Inspection Act," the "Labor Standards Act," and the "Occupational Safety and Health Act." Major occupational accident risks, including falls, electric shock, collapse, cave-ins, being struck by objects, and flying or falling objects, are designated as key inspection items as part of the Company's efforts to protect workers' health and safety.

Hazard Identification, Risk Assessment, and Incident Investigation

Farglory Construction has established a standardized risk assessment process (see figure below). Through a systematic hazard identification flowchart, the Company starts from each operation or activity node and comprehensively assesses worker exposure, event likelihood, and consequence severity to determine the risk level and formulate response measures. The assessment process is reviewed on a rolling basis each year to ensure that management standards remain up to date and to achieve continuous improvement.



In 2025, Farglory Construction identified four key occupational safety risks based on construction site characteristics and adopted corresponding management plans to reduce the occurrence of accidents:

Risk Description	Response Measures
 Falls / Falling Objects	CCTV monitoring systems were added to elevator shaft material-lifting areas and tower cranes to monitor operations in real time and strengthen on-site construction supervision.
 Personnel Access Management	The facial recognition access control system was optimized, and display panels were added to monitor the number of people on site and personnel identities in real time, ensuring that the operating areas remain within safe capacity limits.
 Sudden Loss of Consciousness	AEDs (automated external defibrillators) were installed at construction sites to provide rapid first-aid support during the critical response window, reducing the risk of cardiac arrest incidents and protecting life and safety.



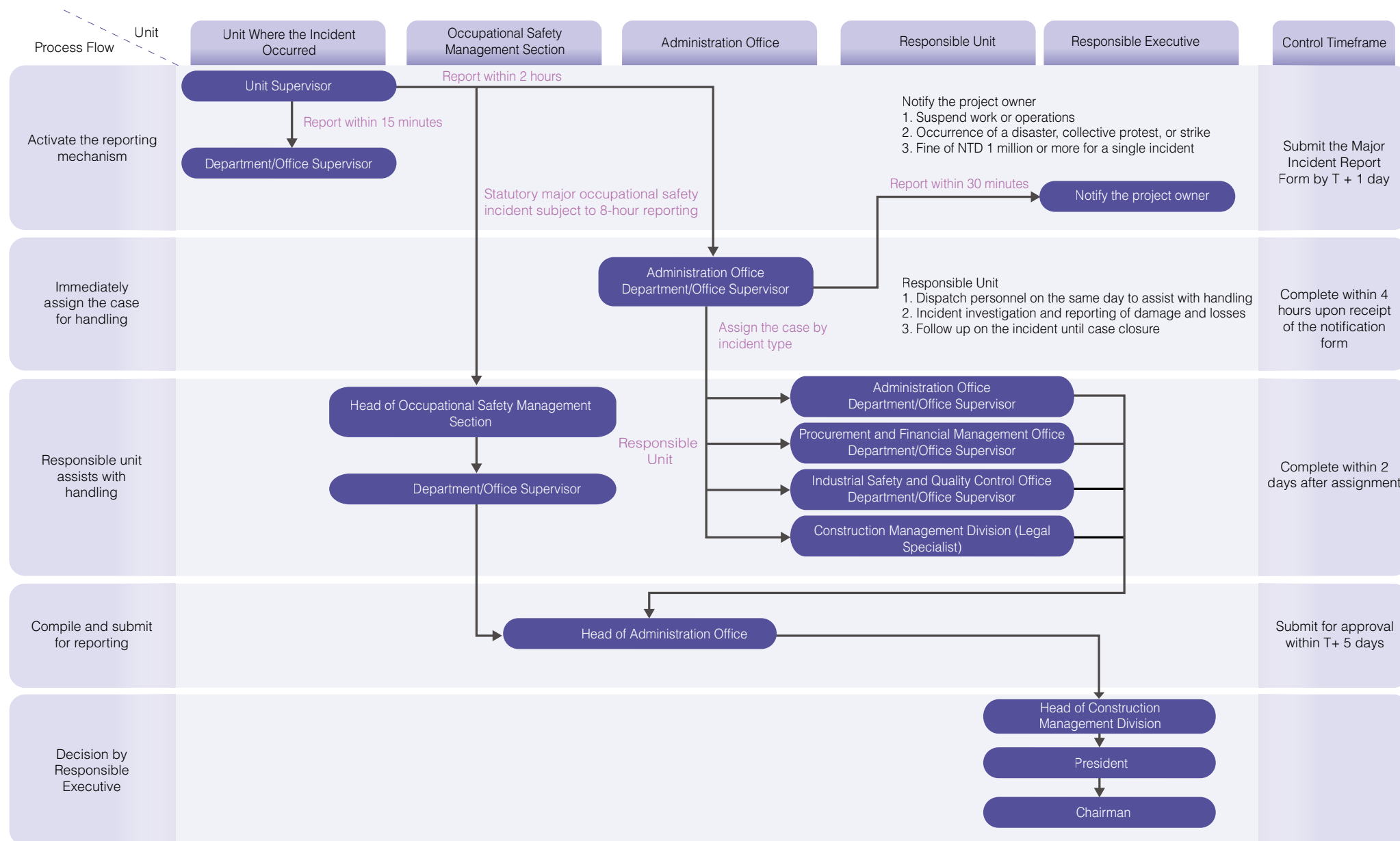
To enable faster response and handling of incidents and minimize the impact of accident-related injuries, Farglory Construction has established the "Major Incident Handling and Reporting Operating Guidelines." In the event of a major incident, the unit where the incident occurs shall complete a "Major Incident Handling and Reporting Form" within the required timeframe for emergency incident reporting and submit it to the Administration Office. The Administration Office shall assign the case to the responsible unit within four hours for incident investigation and reporting of damage and loss status. The responsible unit shall also review the cause of the incident, improvement measures, and preventive countermeasures to prevent similar incidents from recurring. If a major incident is not reported or if the "Major Incident Handling and Reporting Form" is submitted after the required deadline, disciplinary action will be taken in accordance with the "Farglory Construction Management Rules for Rewards and Disciplinary Actions."

Types of Major Occupational Safety Risk Incidents at Construction Sites:

Incident Type	Incident Description	
Violation of Laws	The construction site is found to have illegally allowed foreign nationals to work, which may constitute a violation of the Employment Service Act. Example: An incident involving illegal migrant workers discovered by the National Immigration Agency.	Major theft or equipment damage. Example: Theft of toilet seats and induction cooktops.
Occupational Safety Hazards	- A fatal accident occurs. - A single accident results in a total of three or more workers suffering permanent total disability, permanent partial disability, or temporary total disability. - An accident occurs involving one or more workers who are sent to a hospital and diagnosed by the hospital as requiring inpatient treatment (excluding observation only). Examples: (1) A formwork worker tripped and fell while walking, sustained a head injury, and was hospitalized. (2) A worker involved in shoring operations failed to use the designated access equipment, crossed over the shoring, fell, and was hospitalized for injuries. (3) An MEP worker fell from an A-frame ladder and was hospitalized for injuries.	
Worksite Safety Accident	A fire occurs at the construction site. Example: An excavator caught fire due to spontaneous combustion.	Overview of Fire Incidents in 2025 - Farglory Land Development: No fire incidents occurred during the year. - Farglory Construction: A total of two fire incidents occurred. The first incident was caused by overlapping waterproofing work and MEP pipe rerouting work in the same area, without proper isolation of the work zones or staggered work schedules, resulting in one injury. The second incident occurred when a metalwork contractor was carrying out railing welding work and failed to notice flammable materials below. Welding sparks fell and ignited the materials. This incident did not result in any injuries, fatalities, or property damage. Improvement Measures - Before performing any hot work, construction contractors must submit an application in advance and may only proceed after the site office has confirmed that the work environment is safe. - At the daily end-of-work meeting, the site office strictly reviews and examines whether any overlapping work is being carried out in the same area. - Contractor supervisors are required to remain on site throughout the work to ensure that all construction activities comply with safety requirements. - Two standby fire extinguishers are placed in hot-work areas to enhance immediate emergency response capabilities. - Engineers have increased the frequency of site inspections to strengthen safety management and risk prevention.
Incidents Affecting Customer Rights and Interests	An elevator malfunctioned for unknown reasons, resulting in an entrapment incident. The elevator contractor and the fire department were notified to open the elevator doors and carry out the rescue. Examples: (1) The elevator's landing switch operated abnormally, causing the elevator position signal to be lost. (2) The elevator was descending from 14F to 13F when the emergency brake was activated and the elevator stopped, leaving people trapped inside.	



Construction Site Major Incident Reporting Flowchart:





Workplace Hazard Prevention

In accordance with the four major protection programs under the "Occupational Safety and Health Act," Farglory Land Development and Farglory Construction have established relevant operating guidelines, including the prevention of ergonomic hazards, the prevention of diseases induced by abnormal workload, the prevention of unlawful infringement in the performance of duties, and maternal health protection. Through these measures, the companies continue to protect employees' rights and interests and promote their health and well-being. The companies also regularly review the appropriateness of the four major protection programs and update them when necessary.

Ergonomic Hazard Prevention Plan

Description

To prevent chronic musculoskeletal injuries caused by repetitive tasks, prolonged poor posture, or excessive force, Farglory Land Development and Farglory Construction have established the "Operating Guidelines for the Ergonomic Hazard Prevention Plan." The companies identify and assess risks for work activities that may place excessive physical strain on employees and adopt effective preventive measures.

Implementation Results

In 2025, Farglory Construction conducted a risk assessment questionnaire survey for ergonomic hazard prevention, achieving a **100%** response rate. Farglory Land Development conducts the survey once every two years. In 2024, the questionnaire response rate reached 100%. After a comprehensive evaluation by occupational health physicians and nursing personnel, employees identified as high-risk were arranged for health education consultations, provided with work improvement recommendations, and followed up on an ongoing basis. These measures help reduce the risk of work-related musculoskeletal injuries and ergonomic diseases, while continuing to strengthen workplace health protection.



Prevention of Unlawful Infringement in the Performance of Duties

Description

To ensure a zero-violence workplace and prevent employees from suffering physical or psychological unlawful infringement caused by the actions of others while performing their duties, Farglory Land Development and Farglory Construction have established the "Operating Guidelines for the Prevention Plan for Unlawful Infringement in the Performance of Duties." Farglory Land Development conducts education, training, and awareness initiatives each year and displays the complaint-handling process for workplace unlawful infringement and sexual harassment on digital signage. Department/office supervisors are also required to complete the "Workplace Unlawful Infringement" self-inspection checklist.

Implementation Results

In 2025, a total of **170** employees of Farglory Land Development underwent education and training, achieving a completion rate of **100%**. The overall evaluation result was categorized as low-risk.

Disease Prevention Plan for Abnormal Workload

Description

Farglory Land Development and Farglory Construction have established the "Operating Guidelines for the Disease Prevention Plan for Abnormal Workload" to prevent cerebrovascular and cardiovascular diseases induced by long working hours. The companies conduct a risk assessment questionnaire survey every two years. Based on the questionnaire analysis results, employees classified as high-risk by hazard level are arranged for physician consultations, during which tailored assessments and recommendations are provided on health risks, health guidance, work adjustments, reassignment, and other health protection measures.

Implementation Results

In 2025, 3 employees of Farglory Land Development and 8 employees of Farglory Construction were classified as high-risk. All of them completed physician interviews and received health guidance. In 2025, there were no cases of employees seeking medical treatment due to overwork.

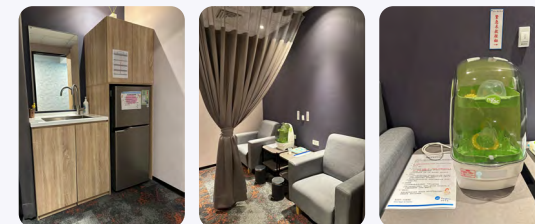
Maternal Health Protection

Description

Farglory Land Development and Farglory Construction value the physical and mental health of female employees during pregnancy, after childbirth, and during breastfeeding. The companies have therefore established the "Maternal Health Protection Plan" and set up dedicated lactation rooms equipped with comfortable sofas, chairs, refrigerators, and other facilities. These rooms provide a private and reassuring rest space where employees can breastfeed or express breast milk comfortably, thereby implementing maternal health protection.

Implementation Results

In 2025, Farglory Construction provided maternal health protection for a total of 6 female employees (0 pregnant employees and 6 employees who returned to work after childbirth). After on-site supervisors, occupational safety personnel, and medical and nursing personnel conducted workplace hazard assessments, the companies assisted in adjusting work duties to avoid exposure risks and ensure workplace safety.





In addition to establishing the four major protection programs, the companies have implemented a range of preventive actions at the headquarters office. These include displaying the complaint handling process for workplace unlawful infringement and sexual harassment on digital signage in shared spaces, arranging on-site services by occupational health medical and nursing personnel, conducting musculoskeletal injury surveys, making rolling adjustments to tiered pandemic prevention response measures, regularly maintaining drinking water dispensers and testing water quality, conducting regular disinfection on all floors, inspecting building fire safety equipment, and measuring indoor air quality.

In addition, Farglory Construction places great importance on employee safety and health, particularly in the high-risk environments faced by personnel at construction sites. With the goal of "zero incidents at construction sites," Farglory Construction remains committed to the highest safety standards. Through a series of rigorous management and education measures, the Company works to reduce occupational accident risks and create a safe and secure work environment.



Deployment of Dedicated Occupational Safety Personnel

- Dedicated occupational safety personnel are assigned to construction sites to conduct hazard identification, risk assessment, safety planning, and coordination based on each project stage, ensuring that site risks are minimized.
- The Company continues to guide site offices, prime contractors, and subcontractors in building occupational safety and health awareness and promoting a strong site safety culture.
- Before daily operations begin, personal protective equipment, equipment, machinery, and tools are inspected, and site safety is monitored at all times to prevent occupational accidents.



Work Zone Safety Control Mechanism

- Before entering the work zone, personnel are informed of operational hazards and are subject to sign-in controls to ensure that all personnel understand the potential risks.
- Safety education for new workers and operational hazard identification training are held regularly to strengthen risk awareness and emergency response capabilities.
- Occupational safety bulletin boards are set up in work zones to record and regularly update safety awareness information, reinforcing safety awareness.
- Construction contractors are notified in writing of operational hazards and preventive measures within the work zone to ensure comprehensive implementation of safety management.



Contractor Management and Implementation of Safety Standards

- A contractor evaluation system has been established to ensure contractor compliance with occupational safety standards and support effective risk reduction.
- Pre-entry construction safety meetings are held for contractors to explain the companies' operational safety standards, with the aim of preventing and mitigating significant negative occupational safety and health impacts.

Smart Construction Site Management

Farglory Construction is committed to enhancing construction safety and project efficiency by using smart technologies to provide real-time monitoring and alerts for on-site conditions, effectively reducing workplace risks caused by human error. In 2025, the "facial recognition systems" at construction project sites were optimized to improve identification accuracy for personnel access control in work areas. Related data were also integrated into the SAC system to enable more effective management and monitoring of personnel entering and leaving construction sites. In addition, "CCTV monitoring equipment" has been installed at all construction project sites and connected to the head office's CMS monitoring system, allowing site conditions to be viewed in real time via desktop computers or mobile phones. This helps ensure construction safety and enhances transparency over project progress. The Company has also installed "waste chute gate sensors," allowing workers to identify the open or closed status of waste transfer and removal gates based on signal lights. This helps ensure smooth operations and reduce safety risks. Going forward, Farglory Construction will continue to deepen smart construction site management and optimize safety monitoring measures, with a continued focus on protecting the lives and safety of construction personnel while improving overall project efficiency and quality.



Facial Recognition System – Personnel Access Control in Work Areas

- Strengthen site access management and prevent unauthorized personnel from entering.
- Track the number of personnel assigned to each type of work in real time to improve site safety and management efficiency.
- Integrate the SAC system with attendance records.



CCTV Monitoring – Real-Time Remote Viewing of Site Conditions

- Enhance site monitoring capabilities and prevent construction safety incidents.
- Monitor on-site progress in real time to improve management efficiency.
- Support site inspections, automated records, and abnormality alerts.



Waste Chute Gate Sensors – Enhanced Waste Removal Safety

- Reduce risks related to construction site waste handling and prevent worker injuries.
- Ensure that workers clearly understand the open or closed status of gates to improve work efficiency.
- Reduce the risk of equipment damage through the smart sensing system.



Worker Participation, Consultation, and Communication on Occupational Safety and Health

Farglory Land Development values employee participation and consultation in occupational safety and health matters. Through regular labor-management meetings, relevant issues are discussed by 6 management representatives and 6 employee representatives, making the meetings an important platform for joint participation by labor and management in occupational safety and health management. This helps build consensus and optimize safety management. In addition, the Company has established diverse communication channels, including the EIP bulletin board, internal emails, and digital signage in shared spaces, to ensure that occupational safety and health information is communicated to every employee in a timely manner and that employee suggestions and feedback are promptly addressed and handled. In 2025, the Company used the above channels to announce and reinforce a range of occupational safety and health policies and measures, including the ergonomic hazard prevention questionnaire survey, communication on the complaint process for unlawful infringement in the performance of duties, amendments to the "Operating Guidelines for Prevention and Handling of Sexual Harassment in the Workplace," monthly workplace health newsletters, vector control and disinfection operations, and building fire safety equipment inspections. These initiatives help ensure workplace safety and health protection while enhancing employee well-being at work.

Farglory Construction assigns dedicated occupational safety personnel to each construction site to oversee labor safety and health conditions. These personnel conduct daily site inspections to confirm that on-site safety and health matters comply with regulatory requirements, thereby safeguarding the safety of employees, contractor workers, road users, and future customers after project completion.

Communication Frequency	Daily Work Hazard Notification for Workers Entering the Site	Work hazard notification forms are provided daily to workers entering the site. The forms identify potential hazards associated with each type of work, such as falls, electric shock, slips and falls, and oxygen deficiency, and set out corresponding hazard prevention measures. Contractor supervisors and construction personnel are required to read and sign the forms to ensure that they are familiar with the hazard prevention measures that must be taken to prevent accidents.
	Daily Toolbox Meetings	Before construction work begins each day, toolbox meetings are held to communicate labor safety reminders, recent abnormalities, special hazards at the workplace, safe equipment operation practices, and requirements for inspecting personal protective equipment and tools. Photos are also taken for recordkeeping purposes.
	Weekly Joint Inspections	Each week, the site director, engineers, occupational safety personnel, and contractors (including formwork, scaffolding, masonry, and MEP contractors) conduct joint inspections of the worksite. Compliance with each item on the inspection checklist is carefully reviewed, recorded, and signed off.
	Weekly Labor Safety and Health Coordination Meeting	Each week, the site director, engineers, occupational safety personnel, and contractors (including formwork, scaffolding, masonry, and MEP contractors) discuss occupational safety and health regulations, government policies and directives, key safety and health implementation priorities, schedule coordination, review items, and recommendations.
	Quarterly Occupational Safety Review Meeting	Each quarter, occupational safety deficiencies at project sites are comprehensively compiled and reviewed, and specific improvement measures are proposed. The "Occupational Safety Operating Guidelines" are updated on a rolling basis to ensure continuous system improvement.

Occupational Safety and Health Education and Training

Farglory Land Development is committed to creating a healthy and safe workplace. The Company holds mandatory occupational safety and health courses for all employees and New Employee Alignment Training from time to time. Training hours are arranged in accordance with the Regulations for Occupational Safety and Health Education and Training. Based on regulatory and certification requirements, employees are also assigned to external training courses for first-aid personnel and occupational safety personnel. In 2025, Farglory Land Development conducted occupational safety and health education and training, totaling **1,522 hours** with **918 participants**.

To comply with occupational safety and health regulations, effectively prevent occupational accidents, and protect worker safety and health, Farglory Construction has established the "General Safety and Health Education and Training Guidelines for the Construction Industry." Education and training are arranged once a month, primarily for new employees and workers of contractors and subcontractors who enter construction sites without having obtained a "General Safety and Health Education and Training for the Construction Industry" certificate issued by a Ministry of Labor-approved education and training institution. Practical training is also arranged according to the nature of each type of work. In 2025, Farglory Construction conducted occupational safety and health education and training, totaling **2,427 hours** with **939 participants**. Going forward, Farglory Land Development and Farglory Construction will continue to promote occupational safety-related education and training to strengthen employees' occupational safety awareness and reduce the likelihood of related risks.

2025 Occupational Safety and Health Education and Training						
Company	Course Title	Type (Internal/External Training)	Participants	Session	Total Training Participants	Total Hours
Farglory Land Development	Fire Evacuation Drill	Internal Training	All Employees	1	170	170
	Occupational Safety and Health Awareness	Internal Training	New Employees	2	37	18.5
	Health Promotion Seminar	Internal Training	All Employees	5	541	993.5
	Workplace Unlawful Infringement and Sexual Harassment Prevention Course	Internal Training	All Employees	1	170	340
Farglory Construction	Fire Evacuation Drill	Internal Training	Office-Based Employees	1	80	240
	Workplace Unlawful Infringement and Sexual Harassment Prevention Course	Internal Training	All Employees	1	534	557
	Occupational Safety and Health Awareness	Internal Training	Occupational Safety Personnel	4	80	320
		Internal Training	New Employees	1	95	570
	Taiwan Occupational Safety Card	Internal Training	Indonesian Migrant Workers and Contractor Workers	2	10	60
	Professional Practice Training on Scaffolding Planning	Internal Training	Engineers, Project Supervisors, and Occupational Safety Personnel	3	120	360
	Hands-On Training on Confined Space Gas Detectors	Internal Training	Occupational Safety Personnel	2	20	320

Workplace Health Services and Health Promotion

Farglory Land Development and Farglory Construction firmly believe that employee health is an important foundation for corporate sustainability and high-performing teams. The companies are committed to creating a healthy workplace that supports employees' physical, mental, and emotional well-being. In 2025, both Farglory Land Development and Farglory Construction received the "Badge of Accredited Healthy Workplace" and the "Sports Enterprise Certification," demonstrating the companies' concrete achievements and commitment to promoting employee health and workplace health management.

Through a range of measures, including regular health checkups, occupational health consultation services, sports competitions, and health seminars, the companies actively promote health information and strengthen employees' awareness and understanding of health-related issues. These initiatives help employees integrate healthy practices into their daily routines and foster a healthy and employee-friendly work environment. By continuing to promote a healthy workplace culture, the companies not only support employees' physical and mental health and overall well-being, but also further enhance work efficiency and organizational cohesion, achieving a win-win goal in which the companies and employees jointly create sustainable value.

2025 Healthy Workplace Certification

Badge of Accredited Healthy Workplace –
Smoke-Free & Health Promotion

Badge of Accredited Healthy Workplace –
Smoke-Free & Health Promotion



Farglory Land Development



Farglory Construction



2025 Sports Enterprise Certification

Health Checkup Subsidy Program

Farglory Land Development and Farglory Construction value employee health management and provide annual health checkup subsidies for department-level, deputy department-level, and above supervisors. In 2025, Farglory Construction also increased the health checkup frequency for project site section supervisors from once every two years to once a year, further strengthening health management for supervisory personnel.

In addition, the companies provide health checkup subsidies for other employees once every two years. The program offers more comprehensive coverage than the standard health checkup packages commonly provided by companies, and employees are granted official leave to choose a health checkup center based on their individual needs. In 2025, the health checkup completion rates of Farglory Land Development and Farglory Construction reached **100%** and **84%**, respectively, demonstrating employees' active participation in and support for the companies' health management measures. Going forward, the companies will continue to promote workplace health services and create a healthier and more employee-friendly work environment.

On-Site Occupational Health Services

Farglory Land Development regularly arranges occupational health physicians and nurses to provide on-site health consultation services at the headquarters office. Through analysis of health checkup reports and health protection programs, employees receive personalized health consultations, health education recommendations, and follow-up care, helping them better understand their health status and implement health management. In 2025, a total of **75** employees received on-site health consultation services, ensuring that employee health conditions were properly managed and continuously improved.

In accordance with the "Health Checkup and Management Operating Guidelines," Farglory Construction implements preventive and health promotion measures based on the relationship between employees' health conditions and construction-related work hazards. These measures include health risk classification management, health guidance, ad hoc follow-up, and health communication, such as eDMs and regulatory announcements. In addition, the Company arranges for physicians to visit each construction project site on a rotating monthly basis to provide on-site occupational health services, identify and assess work-related hazard factors that may affect employees' physical and mental health, and provide personalized health guidance and recommendations. In 2025, a total of **12** on-site occupational health service sessions were held, including **2** at the head office and **10** at construction project sites. A total of **79** employees received health guidance from medical and nursing personnel. Going forward, the Company will continue to enhance the effectiveness of employee health management and ensure workplace safety and health.



● Health and Fitness Management Activities

Farglory Land Development and Farglory Construction periodically hold a variety of sports challenges to encourage employees to develop regular exercise habits, raise health awareness, and improve abnormal health checkup indicators. The companies also combine these activities with incentive mechanisms to increase employee participation and foster a healthy, energetic, and cohesive workplace culture.

Company	Activity	Key Achievements
Farglory Land Development	Fat Loss Program + Walkii Walking Challenge	Participants: 158 (participation rate: 89.3%) The program delivered significant overall improvement. The number of employees who returned to a normal body composition range increased by 31, achieving 94.3% of the target.
Farglory Construction	Walkii Walking Challenge	Participants: 153 (participation rate: 39.2%) Activity satisfaction score: 84 82.5% of participating employees indicated that their physical activity increased compared with the previous year. 75.4% of participating employees began using exercise as a way to relieve stress. 73.2% of participating employees indicated that the overall activity planning helped them manage their personal health.

● Health Equipment

To provide employees with a safe and secure work environment, the headquarters office has installed automated external defibrillators (AEDs), blood pressure monitors, and body fat scales beyond regulatory requirements. In 2025, a body composition analyzer was also added to further strengthen employee health management and emergency response capabilities. In addition, the companies periodically organize CPR + AED training courses for all employees to increase their familiarity with equipment locations and practical operation. This enables employees to respond promptly and provide proper assistance in emergencies, helping secure the critical response window and further strengthen the workplace safety protection mechanism.



● Health Seminars

Farglory Land Development and Farglory Construction value employee health management and the development of health knowledge. Through periodic health seminars, the companies invite professional physicians, nutritionists, and experts in related fields to share practical and accurate health information, helping employees build healthy lifestyle habits and sound health management concepts.

The seminars cover a wide range of topics, including aerobic fat-burning exercises, ways to improve autonomic nervous system imbalance and support everyday anti-aging, and training to improve sarcopenia and cardiorespiratory endurance. These sessions help employees pay greater attention to their physical and mental health and strengthen their self-care capabilities despite their busy work schedules. In 2025, multiple health seminars were held, with enthusiastic employee participation. Overall satisfaction exceeded 90% for all sessions, showing that the course content was well received by employees.

Company	Seminar Title	Participants	Average Satisfaction
Farglory Land Development	Burn Fat with Ease: Beginner-Friendly Aerobic Workout!	177	90.3
	Age-Defying Tips for Office Workers: Everyday Anti-Aging Made Simple!	143	94.2
	Sitting All Day? Your Core Needs Help: Slow Training for Better Health!	92	95.8
Farglory Construction	A total of 8 online video courses (Topics included stress relief, hydration, super slow jogging, plantar fasciitis, resistance bands, CPR, and sarcopenia)	551	84.4



Occupational Injuries and Occupational Diseases

Farglory Land Development has always made protecting employee health and safety and building an employee-friendly workplace its top priority. The Company regularly coordinates with the office building to conduct inspections of fire safety equipment, and occupational safety personnel carry out regular workplace inspections. These inspections cover the condition of software and hardware facilities in the work environment, with findings recorded and repairs or improvements made promptly to ensure the continued effectiveness of the workplace safety management mechanism. In addition, the Company conducts ergonomic hazard prevention and overwork prevention questionnaire surveys to understand employees' work environment and health risk conditions, using the results as a basis for annual workplace improvements. In 2025, Farglory Land Development recorded no employee injuries during working hours, and there were no work-related fatalities or serious occupational injuries. At Farglory Construction, 8 employees and 7 contractor workers sustained injuries during working hours. The related causes and improvement measures are shown in the table below. In addition, in 2025, neither Farglory Land Development nor Farglory Construction recorded any occupational disease fatalities or confirmed occupational disease cases diagnosed by an occupational medicine specialist. Going forward, the companies will continue to strengthen their workplace safety management systems and employees' safety awareness. Through institutionalized management and continuous improvement mechanisms, they will reduce the risk of occupational accidents and remain committed to creating a safer, healthier, and more sustainable work environment.

Description of Farglory Construction Work-Related Injury Incidents and Improvement Actions in 2025

Type	Employees	Contractors	Cause	Improvement Actions
Traffic Accident	8	0	1. An employee was hit by a vehicle that violated traffic rules while commuting to or from work. 2. An employee failed to pay attention to traffic safety while riding a scooter and collided with another moving vehicle.	• Traffic safety reminders were communicated through company policy announcements.
Falls	0	3	1. A worker lost balance on an A-frame ladder during work and fell. 2. A worker fell during interior base coat work after stepping into an empty space.	• The compliance and proper use of personal protective equipment are confirmed during daily toolbox meetings. • Daily inspections are implemented, and safety protection facilities and equipment are promptly installed at openings.
Burns and Scalds	0	1	Waterproofing work and hot work on MEP piping overlapped, causing an ignition source to come into contact with flammable coating materials and resulting in burn injuries.	• Coordination among different trades has been strengthened to prevent flammable materials and ignition sources from overlapping in the same work area.
Crush and Pinch Injuries	0	1	Improper coordination during board unloading caused a lightweight partition cover panel to become loose and press against the worker's left index finger.	• Standard operating procedures have been further communicated and reinforced. • This case has been incorporated into the project site education and training materials for hazard identification awareness.
Slips	0	1	Wet and slippery ground on rainy days.	• Warning signs have been installed in slippery areas, and additional anti-slip measures have been implemented.
Cuts	0	1	A worker lost control of a handheld grinder, which was not equipped with a guard. After the tool slipped, it cut the worker's left hand.	• Proper use of hand tools is communicated during daily toolbox meetings. • The contractor penalty rules have been amended to increase fines for failure to use protective devices. • CIS safety slogans have been added to promote the use of protective devices.



2025 Work-Related Injury Statistics

Total Working Hours ^{Note 1}	Farglory Land Development Employees	361,608	Number of Fatalities ^{Note 6}	Farglory Land Development Employees	0
	Farglory Construction Employees	1,491,840		Farglory Construction Employees	0
	Farglory Construction Workers	8,640,000		Farglory Construction Workers	0
Number of Non-High-Consequence Work-Related Injuries ^{Note 2}	Farglory Land Development Employees	0	Fatality Rate ^{Note 7}	Farglory Land Development Employees	0
	Farglory Construction Employees	8		Farglory Construction Employees	0
	Farglory Construction Workers	7		Farglory Construction Workers	0
Rate of Non-High-Consequence Work-Related Injuries ^{Note 3}	Farglory Land Development Employees	0	Number of Recordable Work-Related Injuries ^{Note 8}	Farglory Land Development Employees	0
	Farglory Construction Employees	5.36		Farglory Construction Employees	8
	Farglory Construction Workers	0.81		Farglory Construction Workers	5
Number of High-Consequence Work-Related Injuries ^{Note 4}	Farglory Land Development Employees	0	Rate of Recordable Work-Related Injuries ^{Note 9}	Farglory Land Development Employees	0
	Farglory Construction Employees	0		Farglory Construction Employees	5.36
	Farglory Construction Workers	0		Farglory Construction Workers	0.58
Rate of High-Consequence Work-Related Injuries ^{Note 5}	Farglory Land Development Employees	0	Note 1: Employees are calculated based on all employees as of December 31, 2025; contractor workers are estimated based on the number of workers dispatched to each project site. Note 2: Refers to cases involving 180 or fewer lost workdays. Note 3: Rate of non-high-consequence work-related injuries = (Number of non-high-consequence work-related injuries × 1,000,000) / Total working hours. Note 4: Refers to cases involving more than 180 lost workdays (excluding fatalities). Note 5: Rate of high-consequence work-related injuries = (Number of high-consequence work-related injuries × 1,000,000) / Total working hours. Note 6: Refers to fatalities resulting from work-related injuries. Note 7: Fatality rate = (Number of fatalities × 1,000,000) / Total working hours. Note 8: Number of recordable work-related injuries = Number of non-high-consequence work-related injuries + Number of high-consequence work-related injuries + Number of fatalities. Note 9: Rate of recordable work-related injuries = (Number of recordable work-related injuries × 1,000,000) / Total working hours. This is equivalent to the "Disabling Injury Frequency Rate (FR)" as defined by the Ministry of Labor.		
	Farglory Construction Employees	0			
	Farglory Construction Workers	0			



Ch. 01
Corporate Governance and Management

Ch. 02
Leading International Construction Brand

Ch. 03
Sustainable Environment

Ch. 04
Customer Service

Ch. 05
Friendly Workplace and Happy Enterprise

Ch. 06
Giving Back to Society

6.1 Social Care and
Charitable Activities
6.2 Diverse Education
Promotion

Appendix



Section Highlights

Section	United Nations Sustainable Development Goals	Highlights and Achievements
6-1 Social Care and Charitable Activities P.163	 - End poverty in all its forms everywhere - Reduce inequality within and among countries - Make cities and human settlements inclusive, safe, resilient, and sustainable	- Farglory Land Development has made charitable trust donations for 10 consecutive years, with cumulative donations totaling NTD 108 million. - The Farglory Foundation has organized blood donation campaigns for 10 consecutive years. In 2025, a total of 1,046 bags of blood were collected, amounting to 261,500 cc of blood and benefiting 1,046 people. - Farglory Land Development used reclaimed building materials to create the sustainable restaurant "Dayong Shiguang" for Chin-Ai Music, with charitable investments totaling NTD 3 million and benefiting approximately 280 orchestra members and their families. - The Company continued to apply its core architectural expertise to charitable renovation projects. In 2025, investments totaled NTD 12.84 million, benefiting 12,250 people. The initiative received the Silver Award at the TSAA Taiwan Sustainability Action Awards and the Bronze Award at the PwC Taiwan Sustainability Impact Awards.
6-2 Diverse Education Promotion P.168	 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	- A total of 16 "Campus Architecture Education Courses" were held, benefiting 1,002 students, with cumulative volunteer service hours reaching 122 hours and activity investments totaling approximately NTD 1.87 million. - A total of 8 "Campus Environmental Education Train" sessions were held, benefiting 1,254 students, with activity investments totaling approximately NTD 1.4 million. - The "Baseball Education Charity Event" was held, benefiting 504 people, with activity investments totaling approximately NTD 1.36 million. - The "Basketball Education Charity Event" was held, benefiting 133,824 people, with activity investments totaling approximately NTD 1.6 million.

Social Contribution Focus Areas	Annual Related Activities	Highlights and Achievements
Sponsorships and Donations	- Social Welfare Charitable Trust - Blood Donation - Lunar New Year Meal Donations - Christmas Gift Donations (including nap pillows, sports towels, and educational picture books)	- Reduce urban-rural and resource gaps. - Encourage employees to participate in corporate volunteer activities and deepen a culture of corporate citizenship. - Strengthen social care and community cohesion. - Improve the quality of life of children in rural areas and inspire their growth and hope for the future.
Charitable Initiatives	- Creating the "Dayong Shiguang" Restaurant with Waste Building Materials - Family Day Beach Cleanup - Charitable Construction and Renovation Services	- Support Indigenous youth empowerment and local revitalization through circular reuse. - Bring families together to protect marine ecosystems. - Leverage the Company's professional expertise to create safe and comfortable living environments.
Diverse Education	- Architecture Education - Environmental Education - Sports Education	- Broaden students' career imagination, support interest exploration, and help them discover their self-worth. - Communicate the concept of marine conservation and deepen children's understanding of ocean sustainability. - Promote the development of grassroots baseball and basketball in Taiwan, helping children pursue their dreams for the future.

6.1 Social Care and Charitable Activities

Giving back to society has always been Farglory's purpose and mission. Farglory is committed to contributing to social welfare and giving back to the community, extending care to overlooked corners of society, and further integrating culture, arts, sports, architecture, and everyday life. The Group also continues to support disadvantaged groups as part of its commitment to fulfilling its corporate social responsibility.

To engage in charitable initiatives more systematically and effectively, the "Farglory Foundation" was established at the end of 1997. Focusing on three major areas—assistance for financially disadvantaged groups, arts and culture, and social education—the Foundation cares for disadvantaged groups, promotes education and sports activities, and sponsors arts and cultural initiatives.

6.1.1 Social Care

Promoting Charitable Trusts – Continuing to Support Disadvantaged Groups

Since 2016, Farglory Land Development has established dedicated charitable trusts through the Land Bank of Taiwan and the Taiwan Cooperative Bank, striving to fulfill its corporate social responsibility in a more institutionalized and sustainable manner and support socially disadvantaged groups. In 2025, Farglory Land Development made an additional NT\$10 million was donated to the Land Bank of Taiwan's "Farglory Construction Co., Ltd. Social Welfare Trust" project. As of the end of 2025, cumulative donations had reached NTD 108 million, benefiting more than 1,000 people across 10 counties and cities in Taiwan.

This charitable trust program focuses on middle-aged and older adults, people with disabilities, low-income families, and people aged 55 and above who require elder care or living support due to sudden life changes, providing timely and substantive financial assistance. This initiative not only demonstrates Farglory Land Development's long-term commitment to social responsibility but also reflects the Company's active efforts to continuously address social needs and deepen its charitable impact. Going forward, Farglory Land Development will continue to promote its charitable trust program, expand the scope of care, and bring stability and hope to more people in need.

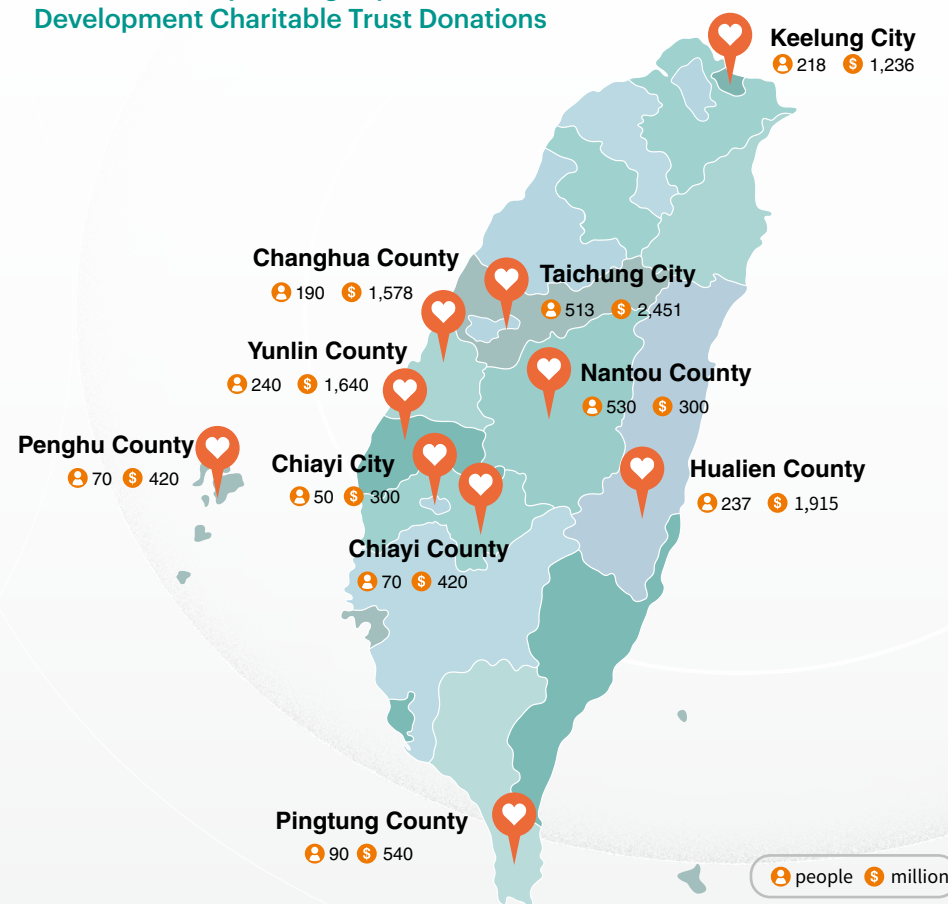
Trust Name	Trustee Institution	Additional Donation Amount in 2025	Region	Beneficiaries
Farglory Land Development Co., Ltd. Social Welfare Charitable Trust	Land Bank of Taiwan	NTD 1 million	Keelung City	Low- and lower-middle-income middle-aged and older adults, people with disabilities, or individuals under special case management who urgently require elder care subsidies
		NTD 2.28 million	Changhua County	
		NTD 1.8 million	Yunlin County	
		NTD 4.92 million	Hualien County	

Implementation Status of Charitable Trust

For related disclosures, please visit the Land Bank of Taiwan website (<https://www.landbank.com.tw/>) and refer to: Information Disclosure > Statutory Disclosures > Trust Announcements.



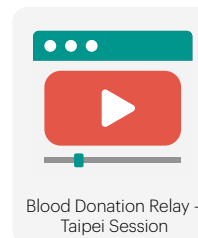
Distribution Map of Farglory Land Development Charitable Trust Donations





Uniting for Love Through Blood Donation

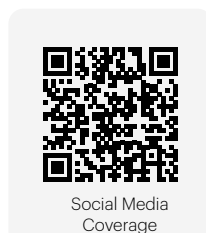
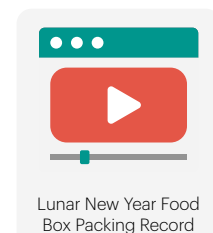
To raise public health awareness and demonstrate corporate social responsibility and care, the Farglory Cultural and Educational Foundation continued to organize the "2025 10th Farglory Group Blood Donation Relay" charitable blood donation campaign. In 2025, a total of 6 blood donation events were held across Taiwan, calling on Group employees, affiliated enterprises, and the general public to join the initiative. The campaign expanded charitable participation and social impact while strengthening positive connections between the Company and society. This year's campaign collected a total of **1,046 bags** of blood, with total blood donations reaching **261,500 cc** and an estimated **1,046** beneficiaries. Through concrete action, the campaign supported medical capacity and social care, demonstrating the Company's continued commitment to charitable engagement and the practice of sustainable value.



Helping Disadvantaged Families Gather for a Warm Lunar New Year Meal

The Farglory Foundation has long been committed to addressing the needs of disadvantaged groups. In 2025, the Foundation supported the ANDREW Charity Association's "Lunar New Year Food Box" initiative for the eighth consecutive year, inviting **38** employees from affiliated enterprises to participate. During the event, employees were divided into three groups, each responsible for packing different Lunar New Year dishes, such as Buddha Jumps Over the Wall, abalone chicken soup, and Cantonese sausages, into food boxes. Together, they completed **350** Lunar New Year food boxes and then visited the Bread of Life Gospel Center in Guting to personally deliver this warmth to the recipients, conveying corporate care for disadvantaged groups through concrete action. Going forward, we will continue to connect corporate resources with volunteer efforts, deepen social engagement, and realize a sustainable vision of shared well-being and shared prosperity.

- Number of beneficiaries: **1,400**
- Donation amount: NTD **980,000**
- Activity investment: approximately NTD **1.1 million**
- Corporate volunteer service hours reached **152 hours**, with **38** volunteers participating

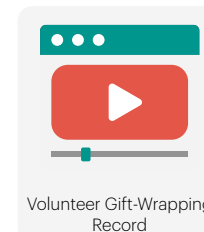


Gifts of Love – Bringing Christmas Warmth to Children in Rural Areas

The Farglory Foundation has long been committed to caring for rural communities. For 11 consecutive years, the Foundation has carried out its "Christmas Charity Gift Program," accompanying the growth of children in rural areas through concrete action. In 2025, the Foundation invited **44** corporate volunteers to take part in the Christmas care initiative. Volunteers personally packed **1,800** Christmas gifts and handwritten blessing cards, delivering care to rural schools and social welfare institutions so that children could feel the warmth and care of society during the year-end holiday season.

This year's campaign was themed "Taking Care of Yourself." Practical items, including nap pillows, umbrellas, sports towels, and architecture-education picture books, were thoughtfully prepared to convey to children that "taking good care of yourself is what matters most." In addition to working together to pack the gifts, volunteers also visited campuses in person as "Santa Claus," personally delivering blessings to the children. Through sincere interaction, they shared the values of giving, gratitude, and companionship. Through its ongoing social care initiatives, the Farglory Foundation hopes to deepen the connection between business and society and continue passing on the seeds of care and goodwill.

- Number of beneficiaries: **1,800**
- Investment in the charitable activity: approximately NTD **1.56 million**
- Corporate volunteer service hours reached **124 hours**, with **53** volunteers participating



6.1.2 Charitable Activities

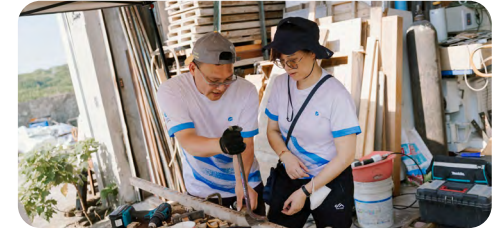
Connecting Circular Reuse with Public Welfare to Create the "Dayong Dining Space" Restaurant

Guided by the core value of "sustainable sharing," Farglory Land Development continues to integrate the circular economy, social welfare, and care for local culture into its corporate actions. In 2025, Farglory Land Development partnered with the Farglory Cultural and Educational Foundation and META Design to jointly promote the Chin-Ai Music "Dayong Shiguang" Sustainable Charity Project. Through concrete action, the project supports music education and youth empowerment for Indigenous communities in rural areas, demonstrating the Company's sustainable practice of combining its professional expertise with social impact.

In June 2025, Farglory Land Development's volunteer team worked at the META Studio on early-stage preparations for the restaurant, personally producing reclaimed furniture such as tables, chairs, and cabinets to support the development of Chin-Ai Music's new restaurant space. During the process, volunteers experienced firsthand the complexity and value of producing reclaimed furniture through tasks such as removing nails, filling holes, and sanding. They also took part directly in the reuse of discarded materials, putting the spirit of resource circulation into practice. In July, the volunteer team further visited the "Music Lane" area in Zhudong, Hsinchu, to take part in outdoor space transformation and site setup. Using reclaimed materials such as retired railway sleepers from Taiwan Railways, the team made outdoor tables, chairs, and facilities. Through woodworking, carrying, and site organization, they jointly created a shared space that combines cultural, educational, and social functions.

In November 2025, Farglory Land Development officially joined hands with the Farglory Foundation, META Design, and Chin-Ai Music, Taiwan's first Indigenous string orchestra, to unveil the "Dayong Shiguang" sustainable restaurant at the "Music Lane" next to Zhudong Railway Station. This project builds on Farglory's experience in promoting the "Construction Waste Upcycling Project" in recent years. Approximately **23 metric tons** of discarded construction materials, including rebar, formwork timber, quartz stone, and retired railway sleepers from Taiwan Railways, were transformed through design into restaurant furniture, spatial structures, and art installations, giving the materials new life and putting the concept of the circular economy into practice.

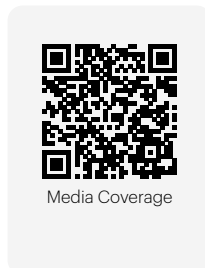
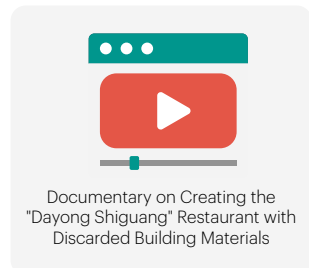
For this charitable project, Farglory Land Development invested a total of **NTD 3 million** in overall design planning, construction, and the integration of reclaimed materials. The Farglory Foundation also sponsored **NTD 1 million** in project funding to help install professional kitchen equipment, providing Indigenous youth with opportunities for hands-on food and beverage practice and service learning while developing their career skills and self-reliance. In addition to supporting approximately **70** members of Chin-Ai Music and around **210** of their family members, the site also attracted hundreds of participants during the opening period through music performances, site tours, and community activities, continuing to expand its social impact. Through the integration of architectural expertise, circular reuse, and charitable action, Farglory Land Development hopes to create not only a physical space but also a sustainable shared platform that brings together music education, cultural heritage, youth empowerment, and local revitalization, continuing to generate long-term and positive value for society.



▲ Guided by sustainable design principles, the restaurant interior gives new life to discarded building materials, echoing the meaning of the restaurant's name, "Dayong Shiguang."



▲ At the opening ceremony, the Indigenous string orchestra "Chin-Ai Music" opened the event with moving music, infusing the sustainable restaurant with cultural depth and vibrant energy.



- Charitable investment: **NTD 4 million**
- Reclaimed materials used: approximately **23 metric tons** of discarded building materials
- Beneficiaries: **70** orchestra members and **210** family members
- Social impact: Cumulatively reached **hundreds of people** through sustainable charitable activities



Joining Hands to Protect the Ocean and Put Sustainability into Action Through Family Engagement

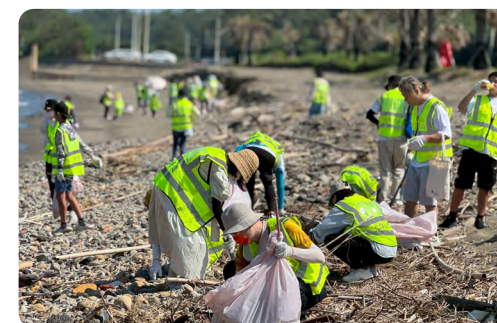
Farglory Construction held a Family Day beach cleanup in 2025 under the theme "Protecting the Ocean, Families in Action," inviting employees and their family members to take part in marine environmental protection. Through hands-on participation, the event put environmental sustainability into practice and deepened the shared recognition of sustainability values among the Company, employees, and their families. The events were held on September 6 and September 13 at Yong'an Beach and Gold Coast ARK, respectively. A total of **89 people** participated, including 46 employees and 43 family members, contributing **212 volunteer service hours**. The initiative demonstrated the Company's commitment to working with families to take concrete action for environmental protection.

On the day of the event, employees and their families put on gloves and bent down to collect marine waste such as bottles, cans, driftwood, and Styrofoam from the beach. Through concrete action, they helped reduce coastal pollution and protect marine ecosystems. Participants also created "FGC" beach art, symbolizing the spirit of Farglory Construction, strengthening team cohesion and family bonds through interaction and collaboration. By taking part in the beach cleanup, employees gained a deeper understanding of the impact of marine waste on ecosystems and further enhanced their environmental awareness.

The event also incorporated charitable care. As commemorative gifts, Farglory Construction specially prepared "sea turtle storage bags" and coin purses handmade by disadvantaged families under the guidance of the Taiwan Fund for Children and Families, using cleaned and disinfected secondhand fabric. This supported the economic empowerment of disadvantaged local families while aligning with the values of environmental protection and social inclusion. Farglory Construction continues to advance sustainable development through concrete action, working together with employees, families, and society to build an environmentally friendly and caring sustainable future based on shared well-being.



Social Media Coverage



Taoyuan Yong'an Beach

- Participants: 58 people
- Volunteer hours: 136 hours



Tainan Golden Coast ARK

- Participants: 31 people
- Volunteer hours: 76 hours



Supporting Education Through Renovation, Recognized with Two Sustainability Awards

Drawing on its professional expertise, the Farglory Foundation has continued to provide charitable renovation services since 2016, with a particular focus on disadvantaged and resource-limited rural areas. Guided by the belief of "never giving up on any hope," the Foundation has called on corporate volunteers from across the Group to reach communities throughout Taiwan, from remote mountain areas to outlying islands. Beneficiaries include social welfare institutions, schools, and low-income individual households, with efforts dedicated to improving educational and living environments.

In 2025, the renovation initiative reached rural and aging school campuses, including Gongliao Elementary School in New Taipei City, Guishan Elementary School in Taoyuan City, Penglai Elementary School in Yilan County, Guangfu Junior High School in Hualien County, and Hongye Elementary School in Taitung County. A total of **244** employees from the Group and its affiliated enterprises took part in the initiative. Through hands-on efforts such as building renovation, space improvement, and environmental cleanup, the initiative enhanced campus safety and the quality of school facilities, benefiting **12,250 people**. Guided by the belief of "supporting children's dreams through action," Farglory applies its architectural expertise and team capabilities to create safer, more comfortable, and warmer learning environments for students. Through cross-unit collaboration, the initiative also deepens the Company's connection with local communities while expanding its charitable impact.

- Number of beneficiaries: **12,250**
- Donation amount: approximately NTD **750,000**
- Investment in charitable activities: approximately NTD **12.84 million**
- Corporate volunteer service hours reached **2,448 hours**, with **244 volunteers** participating

For its long-term commitment to charitable campus renovation and its integration of baseball education promotion, the Farglory Foundation received dual recognition, including the [2025 Taiwan Sustainability Action Awards \(TSAA\) – Silver Award](#) and the [Bronze Award at the PwC Taiwan Sustainability Impact Awards](#). This demonstrates the concrete results of the Company's efforts to put sustainability into practice through social engagement and charitable action.



Documentary on Charitable Campus Renovation

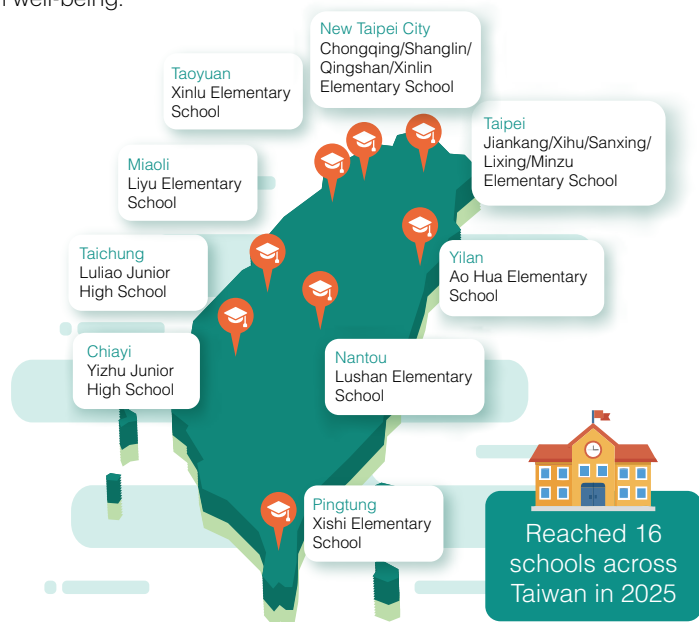
Gongliao Elementary School, New Taipei City	Mudan Elementary School, New Taipei City
Dapeng Elementary School, New Taipei City	Taichung Special School for the Students With Hearing Impairments
Penglai Elementary School, Yilan County	Kang Lang Elementary School, Taichung City
Jin-Xing Elementary School, Taoyuan City	Guishan Elementary School, Taoyuan City
Xincheng Elementary School, Hualien County	Guangfu Junior High School, Hualien County
Baoshan Elementary School, Hsinchu County	Hongye Elementary School, Taitung County

6.2 Diverse Education Promotion

Architecture Education

In 2025, the Farglory Foundation continued to promote its "Campus Architecture Education" program, reaching **16** schools across Taiwan and accompanying more than 1,000 students as they stepped into the role of "young architects." Through hands-on courses in model making, woodworking, masonry, plumbing and electrical work, and decorative painting, students experienced architectural structures and construction principles firsthand, while developing creative thinking, teamwork, and a deeper understanding of architecture and the living environment. The Foundation also incorporated concepts of sustainable architecture and environmental friendliness into the curriculum, guiding children to understand the importance of energy conservation, circular use, and safe spaces, helping sustainability education take root from an early age.

In addition to campus courses, the Foundation also held **5** "Outdoor Architecture Learning Walks," leading students to historical sites in Beitou, Tamsui, and Taipei City. The activities were aligned with the school curriculum content to help students learn about local architectural features and cultural development, while hands-on activities further deepened their learning experience. Led by professional instructors, the activities also recruited corporate volunteers to serve as teaching assistants, accompanying students as they completed worksheets and hands-on courses. Through these efforts, the Foundation continues to put SDGs into practice by promoting quality education, sustainable cities and communities, and shared social well-being.



Campus Architecture Education

- Number of beneficiaries: **1,002**
- Investment in charitable activities: approximately NTD **1.87 million**
- Corporate volunteer service hours reached 122 hours, with **36 volunteers** participating



Full Record of Campus Architecture Courses

Outdoor Architecture Learning Walks

- Number of beneficiaries: **365**
- Investment in charitable activities: approximately NTD **370,000**
- Corporate volunteer service hours reached **200**, with **50 volunteers** participating



Social Media Coverage

Environmental Education

In response to environmental issues such as global warming, marine pollution, and ecological imbalance, the Farglory Foundation continued to partner with Farglory Ocean Park in 2025 to promote the "Campus Environmental Education Roadshow" program. Through engaging and interactive courses, the program brings knowledge of marine conservation and environmental sustainability into schools, helping the next generation develop awareness of and responsibility for natural ecosystems and sustainability issues.

The Farglory Foundation has promoted the Environmental Education Roadshow for six consecutive years. In 2025, the program focused on "Marine Conservation × Cetacean Rescue × Ecological Sustainability" and visited eight schools in Taipei, Taoyuan, Kaohsiung, and Hualien. Through professional explanations by conservation staff, interactive animal models, scenario simulations, and quizzes, students were guided to learn about the ecological characteristics of whales, dolphins, reptiles, and amphibians, as well as the impacts of marine waste and climate change on marine life.

In line with Farglory Ocean Park's plan to establish a "Cetacean Rescue Education Center," the 2025 program placed special emphasis on cetacean conservation and rescue. Students learned the correct response when encountering stranded whales or dolphins, including basic practices such as covering the dorsal fin with a wet towel, keeping the animal moist, and reporting the case for rescue. Through these lessons, children are encouraged to develop marine conservation awareness from an early age and incorporate sustainable actions into their daily lives. The courses also enhanced students' interest and participation through hands-on experiences such as touching baleen plates, observing animal models, and taking part in interactive challenge stations.

In addition to promoting environmental education on campuses, Farglory also encourages corporate volunteers to participate in charitable initiatives. Volunteers serve as teaching assistants and companions during the courses, deepening the connection between the Company, schools, and local communities. Through its long-term promotion of environmental education, Farglory hopes to extend sustainability concepts from the Company to families and society, building collective action to protect the environment.

● Number of beneficiaries: 1,254

● Investment in charitable activities: approximately NTD 1.4 million

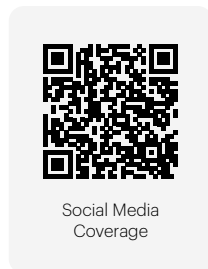
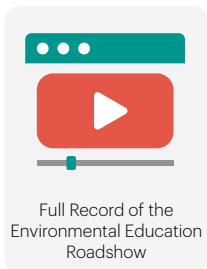
▼ Huajiang Elementary School, Taipei City



▼ Binjiang Elementary School, Taipei City



▼ Dapu Elementary School, Taoyuan City





Sports Education

Deepening Baseball Education in Rural Areas and Promoting Equal Access to Education

The Farglory Foundation has long been committed to supporting the education and sports development of children in rural areas. In 2025, the Foundation continued to promote its "Baseball Education" charitable initiative, using baseball, one of Taiwan's most representative sports cultures, as an educational medium. Through diverse approaches, including campus renovation, sports resource support, exchanges with professional baseball teams, and game attendance as a charitable initiative, the Foundation accompanies children in rural areas as they bravely pursue their dreams and helps create a fairer environment for learning and growth.

In 2025, the Foundation specially invited the Hanxi Elementary School youth baseball team from Yilan to visit the Taipei Dome to watch a professional baseball game and serve as ceremonial first-pitch guests. The students also interacted closely with professional players and experienced the atmosphere of an international-standard stadium firsthand, helping them build confidence and a stronger sense of purpose. At the same time, the Foundation once again partnered with the Base Running Promotion Association, inviting Coach Hsu Feng-Pin to visit five youth baseball teams in Taiwan to share baserunning concepts and practical techniques. The Foundation also donated sliding pad equipment to improve the quality and safety of grassroots school team training and reduce the risk of sports injuries.

Farglory believes that baseball is not only a competitive sport but also an important medium for cultivating teamwork, discipline, and resilience under pressure. Going forward, the Foundation will continue to invest in charitable baseball education initiatives. Through long-term resource support, it aims to help more children in rural areas overcome environmental limitations, swing bravely on the baseball field and on the stage of life, pursue their dreams, and fulfill the Company's social commitment to sustainable development and equal access to education.

- Number of beneficiaries: 504
- Charitable donation amount: NTD 1.36 million



▲ Hanxi Elementary School youth baseball team invited to the Taipei Dome for the ceremonial first pitch and game attendance



Base running
Instruction Course

Promoting Basketball Education and Advancing Diverse Learning and Equal Access to Education

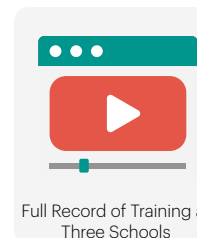
Guided by the principle of equal access to education, the Farglory Foundation continues to promote grassroots sports education, using sports to help children build confidence, discipline, and teamwork. In 2025, the Foundation once again partnered with the professional basketball team "Kaohsiung Aquas" to launch the second campus basketball exchange tour. The program visited schools including Wangxi Elementary School in New Taipei City, and Nangang Elementary School and Lixing Elementary School in Taipei City, giving students the opportunity to interact closely with professional players and receive professional guidance and athletic inspiration.

During the activities, professional players including Yu Huan Ya, Tang Wei Chieh, and Chiu Tzu Hsuan personally demonstrated basic skills such as dribbling, passing, and shooting. Through fun competitions and practical interaction, they guided students in learning athletic skills and the spirit of teamwork. The players also shared their personal growth journeys, experiences in facing setbacks, and pursuit of their dreams, encouraging students to develop perseverance on the court and extend the spirit of sportsmanship to learning and all aspects of life.

The Foundation believes that education should not be limited to classroom learning, but should provide children with diverse opportunities to explore their interests and develop their potential. By bringing professional sports resources into schools, the program not only enriches students' learning experiences but also gives more students access to quality educational resources, helping narrow urban-rural and resource gaps and put the spirit of equal access to education into practice.

Going forward, the Farglory Foundation will continue to integrate corporate and social resources to promote diverse educational charitable initiatives, accompanying children as they discover their potential, broaden their horizons, and grow in a fairer and more inclusive learning environment.

- Beneficiaries: 133,824
- Investment in charitable activities: approximately NTD 1.6 million





Ch. 01
Corporate Governance and Management

Ch. 02
Leading International Construction Brand

Ch. 03
Sustainable Environment

Ch. 04
Customer Service

Ch. 05
Friendly Workplace and Happy Enterprise

Ch. 06
Giving Back to Society

Appendix

- Appendix 1 Comparison Table on Global Reporting Initiative (GRI) Index
- Appendix 2 Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies
- Appendix 3 Index of Sustainability Accounting Standards Board Metrics
- Appendix 4 CPA Limited Assurance Report
- Appendix 5 Summary of Subject Matter Assured



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

- Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies
- Appendix 3 : Index of Sustainability Accounting Standards Board Metrics
- Appendix 4 : CPA Limited Assurance Report
- Appendix 5 : Summary of Subject Matter Assured

Appendix — Comparison Table on Global Reporting Initiative (GRI) Index

Statement of Use	Farglory Land Development Co., Ltd. has reported the information for the period from January 1, 2025 to December 31, 2025, with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	The Company operates in the real estate development and construction industry. No applicable GRI Sector Standards are available for the current reporting year.

GRI 2: General Disclosures 2021

GRI	Disclosure	Corresponding Section and Special Notes	Page
2-1	Organizational details	About Farglory Land Development	P.7
2-2	Entities included in the organization's sustainability reporting	About This Report	P.3
2-3	Reporting period, frequency, and contact point	About This Report	P.3
2-4	Restatements of information	About This Report	P.3
2-5	External assurance	About This Report	P.3
2-6	Activities, value chain, and other business relationships	2.3.2 Toward a Sustainable Supply Chain	P.71
2-7	Employees	5.1 Human Resources Policy	P.125
2-8	Workers who are not employees	5.1 Human Resources Policy	P.125
2-9	Governance structure and composition	1.1 Corporate Governance	P.41
2-10	Nomination and selection of the highest governance body	1.1 Corporate Governance	P.41
2-11	Chair of the highest governance body	1.1 Corporate Governance	P.41
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Development Planning Stakeholder Engagement and Materiality Assessment	P.9 P.28
2-13	Delegation of responsibility for managing impacts	Sustainability Development Planning	P.11
2-14	Role of the highest governance body in sustainability reporting	Sustainability Development Planning	P.11

GRI	Disclosure	Corresponding Section and Special Notes	Page
2-15	Conflicts of interest	1.1 Corporate Governance	P.45
2-16	Communication of critical concerns	Stakeholder Engagement and Materiality Assessment	P.28
2-17	Collective knowledge of the highest governance body	1.1 Corporate Governance	P.41 P.43
2-18	Evaluation of the performance of the highest governance body	1.1 Corporate Governance	P.43
2-19	Remuneration policies	1.1 Corporate Governance 5.3 Compensation System and Diverse Benefits	P.43 P.141
2-20	Process to determine remuneration	1.1 Corporate Governance	P.43
2-21	Annual total compensation ratio	5.3 Compensation System and Diverse Benefits	P.142
2-22	Statement on sustainable development strategy	Message from the Chairman	P.4
2-23	Policy commitments	2.3 Quality Assurance for Buildings Designed to Last a Century 5.4 Creating a Healthy and Safe Workplace	P.71 P.148
2-24	Embedding policy commitments	2.3 Quality Assurance for Buildings Designed to Last a Century 5.4 Creating a Healthy and Safe Workplace	P.69-72 P.148
2-25	Processes to remediate negative impacts	Stakeholder Engagement and Materiality Assessment	P.34-38
2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement and Materiality Assessment 1.1 Corporate Governance 5.4 Creating a Healthy and Safe Workplace	P.34-38 P.45 P.156
2-27	Legal Compliance	1.1 Corporate Governance 1.1.3 Legal Compliance and Internal Audit	P.47
2-28	Membership associations	1.5 Participation in External Organizations	P.59
2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment	P.29-30
2-30	Collective bargaining agreements	The labor union has never submitted a request to the Company to negotiate a collective bargaining agreement, and no collective bargaining agreement has been signed to date.	-

**Appendix 1 : Comparison Table on
Global Reporting Initiative (GRI) Index**

• Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEx-listed Companies

• Appendix 3 : Index of Sustainability Accounting Standards Board Metrics

• Appendix 4 : CPA Limited Assurance Report

• Appendix 5 : Summary of Subject Matter Assured

GRI 3: Material Topics 2021

Topic	GRI	Disclosure	Corresponding Section and Special Notes	Page
GRI 3 Material Topics	3-1	Process to determine material topics	Stakeholder Engagement and Materiality Assessment	P.31
	3-2	List of material topics	Stakeholder Engagement and Materiality Assessment	P.32
	3-3	Management of material topics	Stakeholder Engagement and Materiality Assessment	P.34-38
Material Topic: Site Selection and Development Management				
GRI 101 Biodiversity	101-1	Policies to halt and reverse biodiversity loss	3.2.2 Site Selection and Development Management and Biodiversity	P.93-94
	101-2 & 101-3	Management of biodiversity impacts & Access and benefit-sharing	Reason for omission: Farglory Land Development will implement the relevant items in 2026.	-
	101-4	Identification of biodiversity impacts	3.2.2 Site Selection and Development Management and Biodiversity	P.93-94
	101-5	Locations with impacts on biodiversity	3.2.2 Site Selection and Development Management and Biodiversity	P.93-94
Material Topic: Operational Resilience and Financial Soundness				
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	1.4 Financial Performance	P.58
	201-4	Financial assistance received from government	In 2025, Farglory Land Development and Farglory Construction did not receive any government subsidies.	-
Material Topic: Climate Change Risk and Opportunity Management				
GRI 201 Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	3.1 Climate Change and Energy Management	P.75-83
Material Topic: Sustainable Product Design and Circular Economy				
GRI 301 Materials	301-1	Materials used by weight or volume	3.3 Circular Economy	P.95
	301-2	Recycled and reused materials used	3.3 Circular Economy	P.95
	301-3	Recycled products and their packaging materials	3.3 Circular Economy	P.95
GRI 302 Energy	302-4	Reduction of energy consumption	2.1 Green Buildings 3.1.2 Energy and Greenhouse Gas Inventory	P.62 P.85-87
	302-5	Reductions in energy requirements of products and services	2.1 Green Energy Buildings	P.62



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

• Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEx-listed Companies

• Appendix 3 : Index of Sustainability Accounting Standards Board Metrics

• Appendix 4 : CPA Limited Assurance Report

• Appendix 5 : Summary of Subject Matter Assured

Topic	GRI	Disclosure	Corresponding Section and Special Notes	Page
GRI 305 Emissions	305-5	Reduction of GHG emissions	2.1 Green Energy Buildings 3.1.2 Energy and Greenhouse Gas Inventory	P.65 P.84
Material Topic: Sustainable Supply Chain Management				
GRI 204 Procurement Practices	204-1	Proportion of spending on local suppliers	2.3.2 Toward a Sustainable Supply Chain	P.71
GRI 308 Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	2.3.2 Toward a Sustainable Supply Chain	P.72
	308-2	Negative environmental impacts in the supply chain and actions taken	2.3.2 Toward a Sustainable Supply Chain	P.72
GRI 408 Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	2.3.2 Toward a Sustainable Supply Chain No relevant incidents occurred in 2025.	P.72
GRI 409 Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.3.2 Toward a Sustainable Supply Chain No relevant incidents occurred in 2025.	P.72
GRI 414 Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	2.3.2 Toward a Sustainable Supply Chain	P.72
	414-2	Negative social impacts in the supply chain and actions taken	2.3.2 Toward a Sustainable Supply Chain	P.72
Material Topic: Employee Health, Safety, and Well-Being Management				
GRI 403 Occupational Safety and Health	403-1	Occupational health and safety management system	5.4 Creating a Healthy and Safe Workplace	P.151
	403-2	Hazard identification, risk assessment, and incident investigation	5.4 Creating a Healthy and Safe Workplace	P.151
	403-3	Occupational health services	5.3 Compensation System and Diverse Benefits 5.4 Creating a Healthy and Safe Workplace	P.154~158
	403-4	Worker participation, consultation, and communication on occupational safety and health	5.4 Creating a Healthy and Safe Workplace	P.156
	403-5	Worker training on occupational safety and health	5.4 Creating a Healthy and Safe Workplace	P.156
	403-6	Promotion of worker health	5.3 Compensation System and Diverse Benefits 5.4 Creating a Healthy and Safe Workplace	P.141 P.157~158
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Creating a Healthy and Safe Workplace	P.154
	403-8	Workers covered by an occupational safety and health management system	5.4 Creating a Healthy and Safe Workplace	P.151



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

- Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEx-listed Companies
- Appendix 3 : Index of Sustainability Accounting Standards Board Metrics
- Appendix 4 : CPA Limited Assurance Report
- Appendix 5 : Summary of Subject Matter Assured

Topic	GRI	Disclosure	Corresponding Section and Special Notes	Page
GRI 403 Occupational Safety and Health	403-9	Work-related injuries	5.4 Creating a Healthy and Safe Workplace	P.159-160
	403-10	Work-related ill health	5.4 Creating a Healthy and Safe Workplace	P.159-160
Material Topic: Talent Development and Capacity Building				
GRI 201 Economic Performance	201-3	Defined benefit obligations and other retirement plans	5.3 Compensation System and Diverse Benefits	P.147
GRI 401 Employment	401-1	New employee hires and employee turnover	5.1 Human Resources Policy Employee Turnover Rate Over the Past Two Years Farglory Land Development 2024 Female Male Under 30 1% 0% 30-50 1% 4% Over 50 0% 1% Gender breakdown of departing employees 18% 82% Female Male Farglory Construction 2024 Female Male Under 30 1% 5% 30-50 2% 10% Over 50 0% 1% Gender breakdown of departing employees 16% 84% Female Male 2025 Female Male Under 30 0% 0% 30-50 1% 2% Over 50 0% 1% Gender breakdown of departing employees 14% 86% Female Male 2025 Female Male Under 30 1% 3% 30-50 1% 8% Over 50 0% 0% Gender breakdown of departing employees 19% 81% Female Male Note 1: Employee turnover rate (%) = Number of employees who left in each category / Total number of employees at year-end. Note 2: Turnover by gender (%) = Number of departing employees of each gender / Total number of departing employees. P.133	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Compensation System and Diverse Benefits	P.145
	401-3	Parental leave	5.3 Compensation System and Diverse Benefits	P.147
	GRI 404 Training and Education	404-1	Average hours of training per year per employee	5.2 Talent Development
404-2		Programs for upgrading employee skills and transition assistance programs	5.2 Talent Development 5.3 Compensation System and Diverse Benefits	P.139 P.147
404-3		Percentage of employees receiving regular performance and career development reviews	5.3 Compensation System and Diverse Benefits	P.143-144
GRI 405 Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	1.1 Corporate Governance 5.1 Human Resources Policy	P.41 P.125-126
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Compensation System and Diverse Benefits	P.142

**Appendix 1 : Comparison Table on
Global Reporting Initiative (GRI) Index**

• Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies

• Appendix 3 : Index of Sustainability Accounting Standards Board Metrics

• Appendix 4 : CPA Limited Assurance Report

• Appendix 5 : Summary of Subject Matter Assured

Topic	GRI	Disclosure	Corresponding Section and Special Notes	Page
GRI 406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	5.4 Creating a Healthy and Safe Workplace No relevant incidents occurred in 2025.	P.148~150
GRI 408 Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	2.3.2 Toward a Sustainable Supply Chain 5.4 Creating a Healthy and Safe Workplace No relevant incidents occurred in 2025.	P.148~150
GRI 409 Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.3.2 Toward a Sustainable Supply Chain 5.4 Creating a Healthy and Safe Workplace No relevant incidents occurred in 2025.	P.148~150
Material Topic: Product Quality and Safety Management				
GRI 416 Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Reason for omission: The "percentage of significant product and service categories for which health and safety impacts are assessed for improvement" is less applicable to the real estate development and construction industry. Section 2.3.1 Building Safe Structures and Section 4.2 Comprehensive After-Sales Service of this report provide detailed descriptions of Farglory's emphasis on residential health and safety in product development, design, and services.	P.69
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	1.1.3 Legal Compliance and Internal Audit 4.1 Customer Marketing Communications 2.3.1 Building Safe Structures No relevant incidents occurred in 2025.	P.47 P.69 P.108
Material Topic: Customer Service Quality and Satisfaction				
GRI 417 Marketing and Labeling	417-1	Requirements for product and service information and labeling	4.1 Customer Marketing Communications	P.108
	417-2	Incidents of non-compliance concerning product and service information and labeling	1.1.3 Legal Compliance and Internal Audit 4.1 Customer Marketing Communications No relevant incidents occurred in 2025.	P.47 P.108
	417-3	Incidents of non-compliance concerning marketing communications	1.1.3 Legal Compliance and Internal Audit 4.1 Customer Marketing Communications No relevant incidents occurred in 2025.	P.47 P.108
Material Topic: Digital Governance and Information Security				
GRI 418 Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.1 Customer Marketing Communications 4.3 Deepening Customer Relationships No relevant incidents occurred in 2025.	P.108 P.118



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

- [Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures \(TCFD\) and Climate-Related Information of TWSE/TPEX-listed Companies](#)
- [Appendix 3 : Index of Sustainability Accounting Standards Board Metrics](#)
- [Appendix 4 : CPA Limited Assurance Report](#)
- [Appendix 5 : Summary of Subject Matter Assured](#)

General Topic Disclosures

Topic	GRI	Disclosure	Corresponding Section and Special Notes	Page
General Topic: Business Ethics and Anti-corruption Mechanisms				
GRI 205 Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	1.1 Corporate Governance	P.45~46
	205-3	Confirmed incidents of corruption and actions taken	1.1 Corporate Governance No relevant incidents occurred in 2025.	P.45~46
GRI 206 Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.1 Corporate Governance No relevant incidents occurred in 2025.	P.45
General Topic: Raw Material Efficiency and Waste Management				
306 Waste	306-1	Waste generation and significant waste-related impacts	3.2.1 Operational Environmental Impact Management Strategy	P.89~91
	306-2	Management of significant waste-related impacts	3.2.1 Operational Environmental Impact Management Strategy	P.89~91
	306-3	Waste generated	3.2.1 Operational Environmental Impact Management Strategy	P.89~91
	306-4	Waste diverted from disposal	3.2.1 Operational Environmental Impact Management Strategy	P.89~91
	306-5	Waste directed to disposal	3.2.1 Operational Environmental Impact Management Strategy	P.89~91
General Topic: Water Resources Management				
GRI 303 Water and Effluents	303-3	Water withdrawal	3.2.1 Operational Environmental Impact Management Strategy	P.92
General Topic: Greenhouse Gas and Energy Management				
GRI 302 Energy	302-1	Energy consumption within the organization	3.1.2 Energy and Greenhouse Gas Inventory	P.85
	302-2	Energy consumption outside of the organization	3.1.2 Energy and Greenhouse Gas Inventory	P.85
	302-3	Energy intensity	3.1.2 Energy and Greenhouse Gas Inventory	P.85



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

• Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEx-listed Companies • Appendix 3 : Index of Sustainability Accounting Standards Board Metrics • Appendix 4 : CPA Limited Assurance Report • Appendix 5 : Summary of Subject Matter Assured

Topic	GRI	Disclosure	Corresponding Section and Special Notes	Page
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	3.1.2 Energy and Greenhouse Gas Inventory	P.84
	305-2	Energy indirect (Scope 2) GHG emissions	3.1.2 Energy and Greenhouse Gas Inventory	P.84
	305-3	Other indirect (Scope 3) GHG emissions	3.1.2 Energy and Greenhouse Gas Inventory	P.84
	305-4	GHG emissions intensity	3.1.2 Energy and Greenhouse Gas Inventory	P.84
	305-6	Emissions of ozone-depleting substances (ODS)	Reason for omission: This disclosure is not applicable to the real estate development and construction industry in which the Company operates.	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Reason for omission: NOx, SOx, and other significant air emissions generated from the use of machinery and equipment at construction sites have been assessed during the environmental impact assessment stage. Surrounding air quality is continuously monitored during construction, and all results comply with relevant environmental impact assessment commitments and regulatory requirements.	-



Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies

TCFD Recommended Disclosures		Climate-Related Information for Listed Companies	Corresponding Section (Page)	Supplementary Notes
Governance				
TCFD 1 (a)	Describe the Board's oversight of climate-related risks and opportunities.	1. Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	3.1.1 Climate Risk and Opportunity Management (P.75)	-
TCFD 1 (b)	Describe management's role in assessing and managing climate-related risks and opportunities.			
Strategy				
TCFD 2 (a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2. Describe how the identified climate-related risks and opportunities affect the Company's business, strategy, and financial position over the short, medium, and long term.	3.1.1 Climate Risk and Opportunity Management (P.75-77)	-
TCFD 2 (b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	3. Describe the financial impact of extreme weather events and transition actions.	3.1.1 Climate Risk and Opportunity Management (P.75-77)	-
TCFD 2 (c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios (including a 2° C or lower scenario).	5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	3.1.1 Climate Risk and Opportunity Management (P.75-77)	-
Risk Management				
TCFD 3 (a)	Describe the organization's process for identifying and assessing climate-related risks.	4. Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the overall risk management system.	3.1.1 Climate Risk and Opportunity Management (P.78)	-
TCFD 3 (b)	Describe the organization's processes for managing climate-related risks.			
TCFD 3 (c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system.			



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

• **Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies**

• Appendix 3 : Index of Sustainability Accounting Standards Board Metrics

• Appendix 4 : CPA Limited Assurance Report

• Appendix 5 : Summary of Subject Matter Assured

TCFD Recommended Disclosures		Climate-Related Information for Listed Companies	Corresponding Section (Page)	Supplementary Notes
Metrics and Targets				
TCFD 4 (a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	6. If there is a transition plan for managing climate-related risks, describe the content of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	3.1.1 Climate Risk and Opportunity Management (P.84-87)	-
TCFD 4 (b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	9. Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans.	3.1.2 Energy and Greenhouse Gas Inventory (P.82-83)	-
TCFD 4 (c)	Describe the targets used by the organization to manage climate-related risks and opportunities, and performance against targets.	8. If climate-related targets have been set, describe the activities covered, greenhouse gas emission scopes, planned timeline, and annual progress toward achievement. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve relevant targets, describe the source and amount of carbon reduction credits offset or the number of Renewable Energy Certificates (RECs) used.	3.1.1 Climate Risk and Opportunity Management (P.82-83)	Carbon offsets and Renewable Energy Certificates (RECs) were not used during the current year and remain under internal discussion and evaluation by the Company.
-	-	7. If internal carbon pricing is used as a planning tool, describe the basis for price setting.	-	Internal carbon pricing was not used as a planning tool during the current year and remains under internal discussion and evaluation by the Company.

Note 1: For the greenhouse gas inventory and assurance status, please refer to Section 3.1.2 Energy and Greenhouse Gas Inventory.

Note 2: This table is disclosed primarily in accordance with the requirements of "Appendix II Climate-Related Information of Listed Companies" under the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, and is presented together with the international TCFD Recommended Disclosures. Related management practices are also described in detail in Section 3.1 Climate Change and Energy Management.



Appendix 3 : Index of Sustainability Accounting Standards Board Metrics

Prepared in accordance with the requirements of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, with reference to the Home Builders industry disclosure guidance of the Sustainability Accounting Standards Board (SASB). The scope of application covers Farglory Land Development Co., Ltd. as the parent company.

SASB Topic	Indicator Code	Indicator Content	Corresponding Information in 2025	Improvement Measures and Future Targets	Corresponding Sustainability Topic	Remarks / Corresponding Section and Page Number
Land Use and Ecological Impacts	IF-HB-160a.1.	Number of lots held in redevelopment sites. Number of lots on redevelopment sites	0 lots	Future planning will prioritize the acquisition of redevelopment zones with a lower baseline.	Site Selection and Development Management	-
		Number of homes delivered in redevelopment sites. Number of homes delivered on redevelopment sites	0 homes			
	IF-HB-160a.2.	Number of lots held in high water stress areas. Number of lots regions with High or Extremely High Baseline Water Stress	13 lots	Future planning will avoid acquiring land located in floodway areas and water conservancy land.	Site Selection and Development Management	3.2.2 Site Selection and Development Management and Biodiversity (P.93)
		Number of homes delivered in high water stress areas. Number of homes delivered in regions with High or Extremely High Baseline Water Stress	17 homes	For improvement measures and future targets, please refer to the corresponding section.		
	IF-HB-160a.3.	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations. Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	NTD 0	The Company continues to maintain the target of zero losses. For improvement measures, please refer to the corresponding section.	Customer Service Quality and Satisfaction	1.1.3 Legal Compliance and Internal Audit (P.47)
	IF-HB-160a.4.	Integration of environmental considerations into site selection, site design, site development, and construction processes. Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	For information on site selection and operating procedures for land development, please refer to the corresponding section.	Going forward, the Company will continue to incorporate environmental and ecological impact factors into design considerations, and plans to refer to the LEAP approach under the Taskforce on Nature-Related Financial Disclosures (TNFD) to conduct biodiversity and nature-related risk analysis for specific operating sites and value chains.	Site Selection and Development Management	3.2.2 Site Selection and Development Management and Biodiversity (P.93)



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

• Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies

• **Appendix 3 : Index of Sustainability Accounting Standards Board Metrics**

• Appendix 4 : CPA Limited Assurance Report

• Appendix 5 : Summary of Subject Matter Assured

SASB Topic	Indicator Code	Indicator Content	Corresponding Information in 2025	Improvement Measures and Future Targets	Corresponding Sustainability Topic	Remarks / Corresponding Section and Page Number
Employee Health and Safety	IF-HB-320a.1	Total recordable incident rate (TRIR) for direct employees. Total recordable incident rate (TRIR) for direct employees	0	For improvement measures and future targets, please refer to Sustainability Development Planning: Sustainability Blueprint - Good Life (I) Career Development and Employee Care.	Employee Health, Safety, and Well-Being Management	5.4.2 Occupational Safety and Health (P.160)
		Recordable fatality rate for direct employees. Fatality rate for direct employees and	0			
		Total recordable incident rate (TRIR) for contract employees. Total recordable incident rate (TRIR) for contract employees	0			
		Recordable fatality rate for contract employees. Fatality rate for contract employees	0			
Resource Efficiency Design	IF-HB-410a.1.	Number of homes that obtained certified residential energy efficiency ratings. Number of homes that obtained a certified residential energy efficiency rating	6 projects	For improvement measures and future targets, please refer to Sustainability Development Planning: Sustainability Blueprint - Sustainable Environment (II) Circular Buildings and Sustainable Innovation.	Sustainable Product Design and Circular Economy Climate Change Risk and Opportunity Management	2.1. Green Energy Buildings (P.62)
		Average score of certified residential energy efficiency ratings. The average rating that obtained a certified residential energy efficiency rating	The daily energy conservation indicators of the 6 projects all received ratings of a qualified level or above.			
	IF-HB-410a.2	Percentage of installed water fixtures that meet water efficiency certification standards. Percentage of installed water fixtures certified to a water efficiency standard.	100%	The Company will continue to maintain a target of 100%.		The 2025 procurement volume of Taiwan Water Efficiency Label products is used as the statistical basis.
	IF-HB-410a.3.	Number of delivered homes certified under third-party green building standards. Number of homes delivered certified to a third-party multi-attribute green building standard	2,189 homes	For improvement measures and future targets, please refer to Sustainability Development Planning: Sustainability Blueprint - Sustainable Environment (II) Circular Buildings and Sustainable Innovation.		2.1. Green Energy Buildings (P.62)
Resource Efficiency Design	IF-HB-410a.4.	Describe how resource efficiency-related risks and opportunities are incorporated into building and home design, and how these are communicated to customers. Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	For information on incorporating resource efficiency into building design and communicating related information to customers, please refer to the corresponding sections.	For improvement measures and future targets, please refer to Sustainability Development Planning: Sustainability Blueprint - Sustainable Environment (I) Climate Resilience and Nature-based Adaptation, as well as the corresponding sections.	Sustainable Product Design and Circular Economy Customer Service Quality and Satisfaction	2.1. Green Energy Buildings (P.62) 2.2 Smart and High-Performance Buildings (P.67) 4.1 Customer Marketing Communications (P.117)



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

• Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies

• **Appendix 3 : Index of Sustainability Accounting Standards Board Metrics**

• Appendix 4 : CPA Limited Assurance Report

• Appendix 5 : Summary of Subject Matter Assured

SASB Topic	Indicator Code	Indicator Content	Corresponding Information in 2025	Improvement Measures and Future Targets	Corresponding Sustainability Topic	Remarks / Corresponding Section and Page Number
Community Impacts of New Developments	IF-HB-410b.1.	Describe how proximity to infrastructure, services, and economic centers affects site selection and development decisions. Description of how proximity and access to infrastructure, services, and economic centers affect site selection and development decisions	For information on site selection and operating procedures for land development, please refer to the corresponding section.	Going forward, the Company will continue to review and consider land development from three perspectives: investment, regulatory requirements, and positioning.	Site Selection and Development Management	3.2.2 Site Selection and Development Management and Biodiversity (P.93)
	IF-HB-410b.2.	Number of land holdings at infill sites. Number of lots on infill sites	8 lots	Future land development will focus on areas with strong population growth, income levels, and industrial development potential.	Site Selection and Development Management	-
		Number of homes built and delivered at infill sites. Number of homes delivered on infill sites	0 homes			
	IF-HB-410b.3.	Number of homes delivered in compact developments. Number of homes delivered in compact developments	2,477 homes	The Company will continue to pursue land development in the six special municipalities.	Site Selection and Development Management	-
		Average density of compact developments. Average density of compact developments	0.25 (homes/ping)			
Climate Change Adaptation	IF-HB-420a.1.	Number of lots held in 100-year flood zones. Number of lots located in 100-year flood zones	30 lots	The Company aims to avoid acquiring land located in floodway areas and water conservancy land.	Climate Change Risk and Opportunity Management	Using the 3D Disaster Potential Map developed by the National Science and Technology Center for Disaster Reduction, the Company analyzed the number of lots held in areas with a 24-hour 650-mm flooding potential as of the end of 2025.
	IF-HB-420a.2.	Describe the climate change risk exposure analysis, degree of systemic portfolio exposure, and strategies for mitigating risks. Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	For information on site selection and operating procedures for land development, please refer to the corresponding section.	For improvement measures and future targets, please refer to the corresponding section.		3.1.1 Climate Risk and Opportunity Management (P.75)
Activity Metrics	IF-HB-000.A.	Number of lots held Number of controlled lots	45 lots (totaling 68,308.57 ping)	Future target: Conduct land development and housing sales planning in accordance with annual targets.	Site Selection and Development Management	-
	IF-HB-000.B.	Number of homes delivered Number of homes delivered	2,477 homes			
	IF-HB-000.C.	Number of communities under sale Number of active selling communities	23 projects			



Appendix 1 : Comparison Table on Global Reporting Initiative (GRI) Index

• Appendix 2 : Index of Task Force on Climate-Related Financial Disclosures (TCFD) and Climate-Related Information of TWSE/TPEX-listed Companies

• Appendix 3 : Index of Sustainability Accounting Standards Board Metrics

• **Appendix 4 : CPA Limited Assurance Report**

• Appendix 5 : Summary of Subject Matter Assured

Appendix 4 : CPA Limited Assurance Report



資誠

Independent Limited Assurance Report

To FARGLORY LAND DEVELOPMENT CO.,LTD.

We have been engaged by FARGLORY LAND DEVELOPMENT CO.,LTD. ("the Company") to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2025 Sustainability Report (hereinafter referred to as the "Identified Key Performance Indicators") and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the "Summary of Subject Matter Assured" of the Sustainability Report. The scope of the Identified Key Performance Indicators is set out in the "Scope and Boundary" on page 3 of the Sustainability Report.

The respective applicable criteria referred to above are the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability and FAQ issued by TWSE Listed Companies and related laws and regulations, the latest edition of the GRI Sustainability Reporting Standards (GRI Standards) and the GRI Sector Disclosures published by the Global Reporting Initiative (GRI) and the other criteria referred to or designed by the Company based on the Company's industry characteristics and sustainability performance information reported (hereinafter referred to as the "Applicable Criteria").

Management's Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the Applicable Criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitation

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial information. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

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

www.pwc.tw



資誠

Our firm applies the Standard on Quality Management 1, "Quality Management for Public Accounting Firms" of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" of the Republic of China. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risks of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made inquiries of the persons responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, information systems, and the relevant internal controls relating to the preparation of the aforementioned information, to identify the areas where there may be risks of material misstatement; and
- Based on the above understanding and the areas identified, performed analytical procedures on the Identified Key Performance Indicators and performed substantive testing on a selective basis, including inquiries, observation, inspection, and reperformance to obtain evidence for limited assurance.

www.pwc.tw



資誠

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the Applicable Criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the Applicable Criteria have been subsequently modified.

Yang, Huel-Tzu
For and on behalf of PricewaterhouseCoopers, Taiwan
July 16, 2026

www.pwc.tw



Appendix 5 : Summary of Subject Matter Assured

No.	Key Performance Indicators	Page	Applicable Standards
1	In 2025, the Company obtained Green Building Labels and candidate certificates for a total of 10 projects, of which four achieved Gold Level.	63	According to the company, the total number of green building candidate certificates and ratings obtained by 2025.
2	Under legal or voluntarily requirements, the total weight of waste of Farglory Land Development's office were 13.01 metric tons in 2025 ; the total weight of waste of Farglory's construction sites and working offices were 18,493.96 and 7.75 metric Tons in 2025, respectively.	91	The total weight of waste which consigned to dispose and had been declared to the Environmental Protection Administration, EY, R.O.C. (Taiwan).
3	Under legal or voluntarily requirements, the volume of the water withdrawal of Farglory Land Development's office were 3.5 megaliters in 2025 ; the volume of the water withdrawal of Farglory's construction sites and working offices were 133.02 and 2.05 megaliters in 2025, respectively.	92	Collect the payment receipts of the total municipal water withdrawal from the external suppliers.
4	The "customer service platform system" successfully closed 5,125 cases before December 31, 2025.	116	Summarize the total claims on the customer PM service platform which accepted from 2023 to 2025 and closed in 2025. Then ensure the status according to the closing claims record from the system.
5	In 2025, the average salary of full-time non-managerial employees at Farglory Land Development was 1.79 times the average of full-time non-managerial employee salaries among listed companies in Taiwan's building material and construction industry ^{Note 2} . Note 2: It is the non-management full-time employees' average salary at publicly listed building materials and construction companies in Taiwan based on the data uploaded on the MOPS on June 30, 2026.	142	The multiple is calculated by the non-management full-time employees' salary of Farglory Land Development divided by the average non-management full-time employees' salary of other TWSE-listed building material and construction companies in Taiwan which uploaded on MOPS in 2025.
6	In 2025, an additional NT\$10 million was donated to the Land Bank of Taiwan's "Farglory Construction Co., Ltd. Social Welfare Trust" project.	163	The total amount donated into the Land Bank of Taiwan's "Farglory Land Development Co., Ltd. Public Welfare Trust" project in 2025.

A Venn diagram consisting of two overlapping circles. The left circle is labeled 'Sustainability' and the right circle is labeled 'Sharing'. The circles overlap in the center, and there are additional faint concentric circles in the background. The background has a blue gradient.

Sustainability

Sharing

LIVING BETTER