



CORE PACIFIC DEVELOPMENT CORPORATION

2023
SUSTAINABILITY REPORT

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鼎越開發股份有限公司
CORE PACIFIC DEVELOPMENT CORPORATION

About the Report

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from CEO

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Core Pacific
Development's
Sustainable
Foundation

2030 ESG
Sustainable
Development
Strategy

Win-win
Enterprise

ABOUT THE REPORT

- Introduction of the Report
- Period and Boundary Scope Covered by the Report
- Basis of Establishment
- Report Release Date and Contact Information



About the Report

Introduction of the Report

Core Pacific Development Corporation (hereinafter referred to as “Core Pacific Development”) has issued sustainability reports since 2022, and this is the second sustainability report of Core Pacific Development, which discloses Core Pacific Development’s actions and performance in 2023 in the economic, environmental, social and corporate governance Aspects for sustainable development. In the report, the abbreviations “Core Pacific Development, Core Pacific, the Company, and we” refer to Core Pacific Development Corporation. We hope that through the release of this report, we will detail our vision for sustainable development and review our efforts in 2023 from the vision to achieve the blueprint of our sustainability goals by 2030, so that stakeholders can understand the actions and results of our commitment to corporate sustainability in order to review and enhance our sustainability performance.

Period and Boundary Scope Covered by the Report

Core Pacific Development is a 100% invested subsidiary of China Petrochemical Industry Development Corporation (Stock Code: 1314), and is a member of the Core Pacific Group. The locations and scope of information disclosed in this report are consistent with the annual report, including the information from January 1, 2023 to December 31, 2023, of Core Pacific Development Corporation, and its subsidiary, Daying Construction Engineering Co., Ltd. and its joint venture company, Huading Industry Co., Ltd. The information and data in this report are provided by various departments of Core Pacific Development, compiled and edited by the Sustainability Report Preparation Team, reviewed and revised by the supervisors of the Sustainability Committee’s promotion centers, and then submitted to the President and Chairman of the board of directors for review and finalization for publication through administrative procedures.

The statistical data disclosed in the report come from the results of Core Pacific Development’s own statistics and surveys. The source of the financial data is the information published by KPMG in Taiwan after verification and certification, and some of the data are quoted from the information published on the websites of the

governmental agencies, and are presented in the form of general and customary numerical descriptions, and the financial statements have been prepared in accordance with the International Financial Reporting Standards (IFRSs) and are expressed in New Taiwan dollars.

There were no significant changes in the Company’s operations during the reporting period. However, the selection of material topics was adjusted from 16 to 7 material topics identified in the Company’s 2022 Sustainability Report after discussions among Company representatives, department heads, employees, and external experts, as described in detail in Section 1.4 Identification of Materiality.

The following is a list of the Company’s affiliates:

Corporate Relation	Main Business	Company Name	Address
The Company	Real Estate Development	Core Pacific Development Corporation	B1, No. 12, Dongxing Rd., Songshan Dist., Taipei City, Taiwan.
Subsidiary Company	Construction	Daying Construction Engineering Co., Ltd.	8F, No. 12, Dongxing Rd., Songshan Dist., Taipei City
Joint Venture Company	Residential and Building Development	Huading Enterprise Co., Ltd.	14F, No. 12, Dongxing Rd., Songshan Dist., Taipei City
Substantial Related Party	Real estate agency sales	Core Pacific International Marketing Co., Ltd.	2F, No. 12, Dongxing Rd., Songshan Dist., Taipei City

Basis of Establishment

This report follows the general guidelines issued by the Global Reporting Initiative (GRI) in 2021, the guidelines and framework set out in the Task Force on Climate-related Financial Disclosures (TCFD), and the *"Regulations Governing the Preparation and Reporting of Corporate Sustainability Reports by Listed Companies"* of the Taiwan Stock Exchange, in accordance with the Sustainability Accounting Standards Board, and the Sustainable Development Goals (SDGs) of the United Nations for compilation, and the International Financial Reporting Standards (IFRSs) of the United Nations, and discloses the Company's strategies, objectives and specific actions related to the Company's materiality. As the Company is a member of the architectural design industry, we refer to the GRESB Global Real Estate Sustainability Benchmarking Indicators (GRI) as the framework for Core Pacific's initial corporate sustainability development and the 2030 ESG Sustainable Development Roadmap. Please refer to Appendix 1 for the index of the GRI content in detail.

Report Release Date and Contact Information

The Company's sustainability report is issued at the same frequency as the financial statements, and will continue to be issued on a regular annual basis in the future. However, the financial statements will not be made public and will only be provided to the relevant contact persons; the sustainability report will be publicly disclosed on the Company's official website, and although it is not externally verified, the edited version of the sustainability report will be reviewed by the Executive Vice President, and will then be sent to the President and the Chairman of the board of directors for review and approval in accordance with the administrative procedures and then be released to the general public.

Current Release: Issued on June 30, 2024

Next Release: Scheduled for June 2025

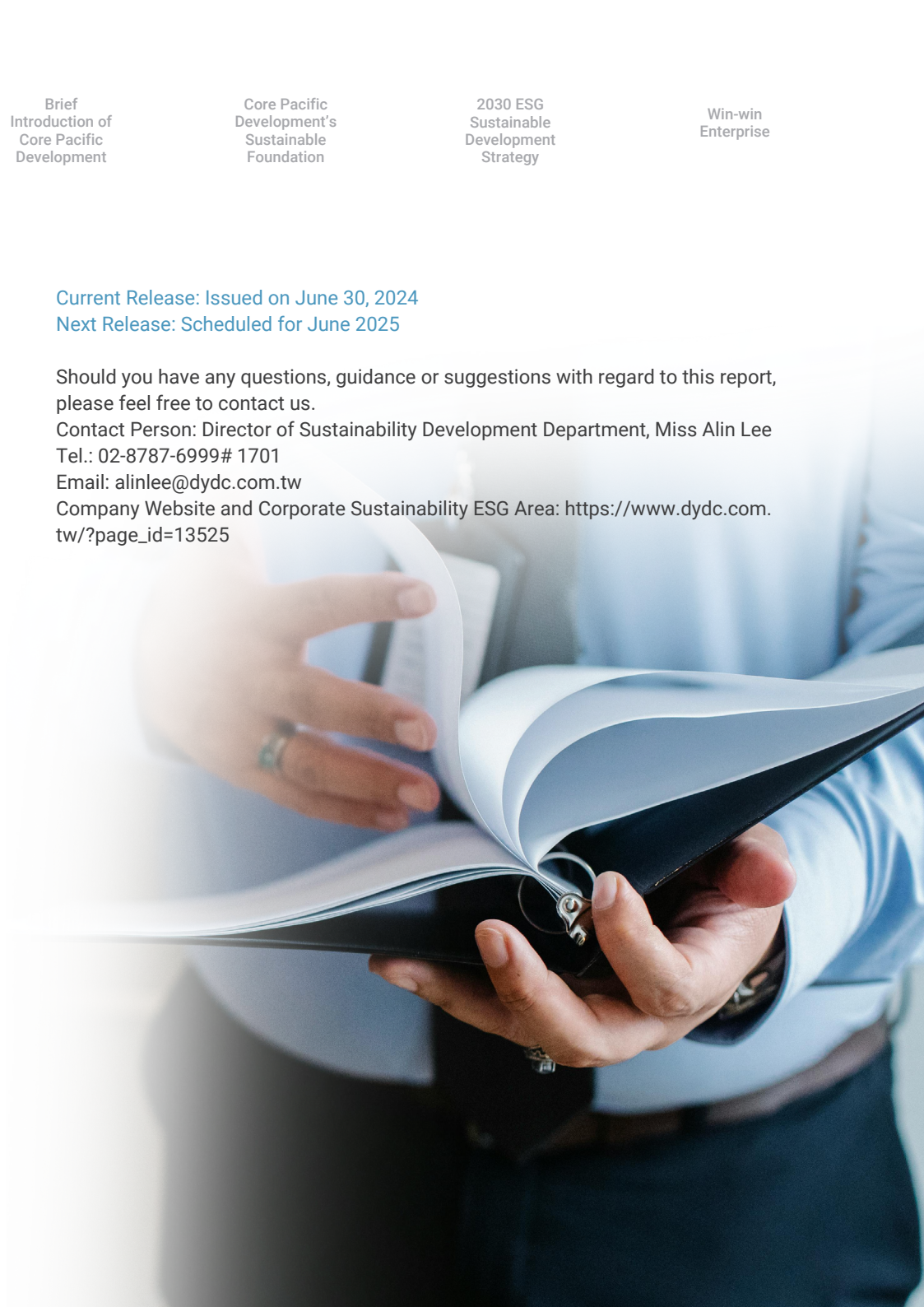
Should you have any questions, guidance or suggestions with regard to this report, please feel free to contact us.

Contact Person: Director of Sustainability Development Department, Miss Alin Lee

Tel.: 02-8787-6999# 1701

Email: alinlee@dydc.com.tw

Company Website and Corporate Sustainability ESG Area: https://www.dydc.com.tw/?page_id=13525



Economic
Prosperity

Environmental
Protection

Mutually
beneficial
partnership

Thriving
Communities

Delivering
Sustainability
Promise: CORE
PACIFIC PLAZA

APPENDICES

2023 永續報告書

MESSAGE FROM CEO

- Global Consensus
- Taiwan Never Falling Behind
- Core Pacific's Advance Deployment

Message from CEO

Global Consensus

After the signing of the United Nations Framework Convention on Climate Change (UNFCCC) in 1992, the importance of international binding force was recognized, and COP3 was convened in Kyoto, Japan, and the Kyoto Protocol was adopted in December 1997. In December 2015, the Paris Agreement was adopted at the 21st Conference of the Parties (COP21) of the UNFCCC in Paris, allowing the world for the first time to share a common goal on the extent of global warming.

At the 28th United Nations Climate Change Conference (COP28) in 2023, the United Nations official resolution finally finalized the use of the phrase "Transition Away from Fossil Fuels", and accelerated the promotion of renewable energy and a just transition as the final draft. In the same year, the EU piloted the Carbon Board Adjustment Mechanism (CBAM), which means that products from regulated industries with high carbon emissions must obtain CBAM certificates before they can enter the EU. It is clear that climate change is

a major and urgent issue, and the time between reforms is getting shorter and shorter. However, these distant UN resolutions are still not very memorable to most people!

Taiwan Never Falling Behind

The Taiwan government released the "2050 Net Zero Emission Pathway Blueprint" in 2022, followed by the official establishment of the Taiwan Carbon Solution Exchange (TCX) on August 7, 2023, with the title "*On the Way to Net Zero with the World*", which proclaims that Taiwan will reach the goal of net-zero emissions by 2050, and that this will give Taiwan's enterprises the motivation to transform themselves and their future competitiveness in connection to the world.

Core Pacific's Advance Deployment

From the disasters caused by climate change, I have seen the future of inaction!

Since 2021, Core Pacific Development has been focusing on

sustainable design and construction of buildings that enhance corporate competitiveness, and this design philosophy has earned Core Pacific Development and Core Pacific Plaza the highest five-star rating in the Global Real Estate Sustainability Benchmark (GRESB) for two consecutive years. In the design of the top-rated office park of the Core Pacific Plaza, the trees planted on the balconies of each floor and the green shades in the public spaces make up for the lack of energy saving and carbon reduction, helping the enterprises to reduce their carbon emissions in Scopes 2 and 3, and bringing more happiness to their colleagues at work, which in turn will make it easier for them to attract talents and make them sustainable, thus realizing a truly sustainable enterprise.

I would like to call on all enterprises once again to take one small step to absorb carbon, one big step to fight against global warming, and to work together to achieve the public welfare of the world, so as to benefit oneself, others, and the whole world, and to make concerted efforts to protect the earth!

CEO of Core Pacific Development Corporation
SHEEN, CHING-JING

謝景榮



Economic
Prosperity

Environmental
Protection

Mutually
beneficial
partnership

Thriving
Communities

Delivering
Sustainability
Promise: CORE
PACIFIC PLAZA

APPENDICES

2023 永續報告書
SUSTAINABILITY REPORT

BRIEF INTRODUCTION OF CORE PACIFIC DEVELOPMENT

- Introduction of the Industry
- Organizational Framework
- Introduction of the board of directors
- Participation in External Organizations

Brief Introduction of Core Pacific Development

Introduction of the Industry

Core Pacific Development Corporation was founded in 2019 and is now an important subsidiary of China Petrochemical Development Corporation (stock code: 1314), a listed company, and a business unit of the Core Pacific Group. The head office is located in the Core Pacific Building (B1, No. 12, Dongxing Road, Songshan District, Taipei City), which is adjacent to the Core Pacific Group's head office, and more conducive to good communication, exchange and management between the head office and the Company.

Core Pacific Development is a member of the real estate development industry, and its main businesses include large-scale land development, real estate investment and construction, and real estate sales and leasing. In the past, we have been entrusted with the research, analysis and planning consultancy of land use in various zoning areas. In order to diversify our business and develop sustainable development, we are expanding our large-scale real estate investment, development and construction, which include core service projects such as Class A+ international business buildings, multimedia international conference centers, mixed-use shopping malls, top residential communities, urban renewal, and reconstruction of the old and dilapidated buildings.

In addition to focusing on the development or integration of land with potential benefits, the Company will have a standard procedure for estimating the benefits of land development through land use research, analysis and planning consulting, which will serve as a service for the Company's diversified operations and sustainable development. We also aim to improve the living environment of the city, enhance the public interest and the function of urban life, and are committed to urban renewal and redevelopment of the old and dangerous buildings, especially in recent years, the problem of the shortage of office buildings in Taipei City, we are committed to the reconstruction of office buildings in the metropolitan area, in order to provide better and more ESG-compliant commercial office buildings.

As of the date of this report, the Company has one construction project in Taipei Core Pacific Plaza, located at No. 138, Section 4, Bade Road, Songshan District, Taipei City, which is not situated in an area of high or extremely high water pressure. The main

cooperative customers of this industry include the sports, entertainment and leisure services industry, real estate manufacturing industry, real estate sales industry, advertising industry, and architectural design industry. Core Pacific actively develops green buildings that are environmentally friendly, energy efficient and low carbon. We attach great importance to the construction details and quality of each development project, and we are committed to constructing top-notch residential buildings with natural livability and international business buildings with high-end intelligent technology, and leading the way in creating new architectural landmarks based in Taiwan while looking at the world from a macro perspective.

Our upstream, midstream and downstream supply chain:



Looking for Land



Construction project development

Partner: Constructor



Customer group

development



Core Pacific Building, Main Entrance

Organization

In order to properly and efficiently operate the Company's business, Core Pacific Development has established general administrative units including: Management Department, Development Department, Engineering Management Department, Sales Department, Finance Department, Research and Development Department, PMO Project Office and Planning and Design Department under the Executive Vice President, as well as functional units such as Cost Control Department, Procurement and Contracting Department, Real Estate Development Department, Sustainability Department, and Overseas Business Department. Through a clear division of labor, each unit has its own role in maintaining the Company's operation.

Meanwhile, in order to implement the corporate ESG strategy, the board of directors delegates the role of governance unit and senior management to develop, approve, and update the purpose, values, or vision, strategies, and policies of the organization, and in response to the requirements of impact management, the board of directors authorizes the Sustainability Committee to not only be in charge of management, but also to announce its annual core objectives and oversee the implementation of ESG work, and to report the final results of the implementation to the board of directors through at least one meeting per year, and the board of directors, in its role as the highest governance unit, reviews Materiality and processes of the organization through the "Decision Management Method for Sustainability Work".

The executive teams of the Development Committee of the Company are divided into five task force teams for creating Win-win Enterprises, Economic Prosperity, Environmental Protection, Mutually Beneficial Partnerships, Thriving Communities. Each task force team is required to submit a report on the results of the previous project and a future implementation plan before each committee meeting. During this period, the task force teams under each executive team shall continue to implement the related work according to the work plan and objectives, and report to the committee members of the respective executive team on a regular basis. The operation and reporting frequency of each task force team shall be determined by the committee members of the respective executive team.

Regarding the establishment of the functional committees, since the Company is a subsidiary of the China Petrochemical Development Corporation, the functions of the Remuneration Committee and the Audit Committee are carried out by the Transfers

Investments Management Office of Finance Department and the Human Resources & Administration Division of the parent company, China Petrochemical Development Corporation, to supervise the remuneration related procedures and the compliance of management policies and to promote management culture.



Core Pacific Building, Exterior View

Introduction of the board of directors

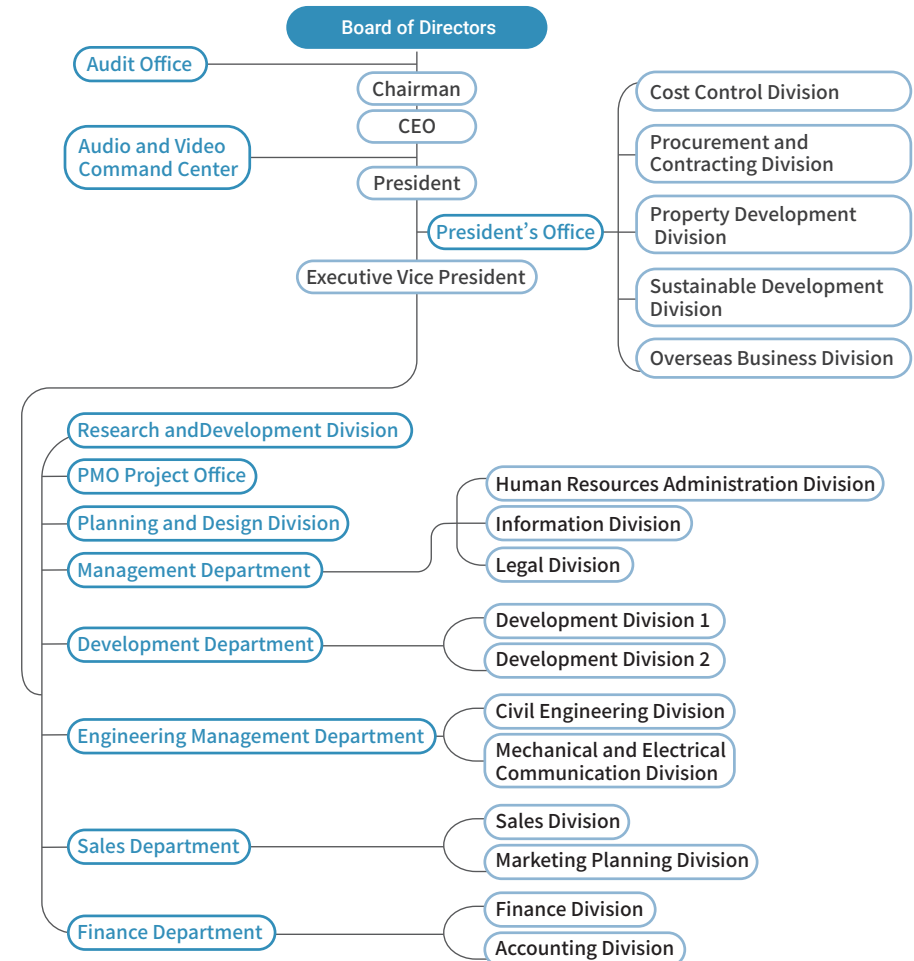
In accordance with the Company's Articles of Incorporation and the suggestion of the Company's corporate shareholder, China Petrochemical Development Corporation, the Company appoints three directors and one supervisor to form the board of directors for a term of three years. The board of directors convenes its meetings in accordance with the "Regulations Governing Procedure for Board of Directors Meetings" and meets on a regular basis once every three months to formulate the Company's operating strategies and to resolve major business issues. The professional fields and experience of the board members include textile, business management, finance and accounting, and law, and they possess the necessary professional knowledge, experience, decision-making leadership, and crisis management skills to perform their duties and responsibilities in order to cope with changes in the economic and social environments, etc. The management team follows the concepts of sustainable development, fulfilling the corporate social responsibility, establishing harmonious partnership, and enhancing the corporate

image of the Company and the stable growth of the organization. The overall operation of the Company is in good condition, as it follows the policy guidance of the board of directors and continues to pay attention to emerging issues.

During the reporting period, there was a change in the Chairman of the board of directors, the former Chairman of the board of directors, Mr. Chu, Yea-Hun resigned due to personal reasons, and Core Pacific Development received Mr. Chu's resignation letter on 2023/4/28 with an effective date of 2023/4/30, and a by-election for the Chairman of the board of directors was held on 2023/5/3, with the result that the former Chairman of Daying Construction and Engineering Company Limited, Mr. Shein, Du-Wu, was appointed as the new capitalize of Core Pacific Development, and the Chairman of the Core Pacific Group, Mr. Sheen. Ching-Jing was appointed as the new capitalize (CEO) of Core Pacific Development.

In order to avoid conflicts of interest during the verification process, Core Pacific has followed Article 16 of the Parent Company's Rules of Procedure for Board of Directors Meetings, which stipulates that directors should exercise a high degree of self-discipline and explain the important contents of the motions listed in the board of directors' meetings that involve the director himself/herself or a legal entity that he/she represents and in which he/she has an interest, and that he/she should state his/her opinions and answer questions if there is a risk that such motions are detrimental to the company's interests, but he/she shall not participate in the discussion or voting and shall abstain from the discussion and voting, and shall not exercise his or her voting rights on behalf of other directors. If a director's spouse, relatives within second degree of kinship, or a company in which the director has a controlling relationship with the director has an interest in a matter to be discussed at a meeting, the director shall be deemed to have an interest in the matter, and the convening of a regular board of directors' meeting is also an important key to communicating with the highest governance unit. On June 14, 2023, the 5th Board of Directors' Meeting was held in lieu of the Annual General Shareholders' Meeting, and the fourth item of the discussion was on the remuneration of the Company's Chairman, and Chairman Shein, Du-Wu avoided the meeting in accordance with the law.

Core Pacific Development Corporation-Organization Chart



Board Members

Board Member Information													
Title	Name	Gender	Age	First-time (Elected) Appointment Date	Education and Experience	Current positions serving in the company and other companies	Industrial Experience				Professional Competence		
							Bank/ Finance	Business Management	Sales and Marketing	R&D	Accounting and Finance	Information Technology	Risk Management
Chairman	Chu, Yea-Hun	Male	Over 50	2021/1/15	University	Chairman, CKS Guard Co., Ltd.		●	●				●
Chairman	Shin, Du-Wu	Male	Over 50	2023/5/3	National Taipei University of Technology	Chairman, Core Pacific Consulting (Changshu) Co., Ltd.		●					●
director	Shen, Hui-Ting	Male	30~50	2022/5/19	M.B.A., School of Economics and Management, Tsinghua University.	Director, Jean Pacific Development Co., Ltd.		●					●
Director	Yu, Chien-Song	Male	Over 50	2021/1/15	Xiamen University, EMBA	Director of BES Engineering Corporation, President of China Petrochemical Development Corporation		●					●
supervisor	Chen, Ying- Chun	Male	Over 50	2021/1/15	Chinese Culture University, Department of Accounting,,	Financial Vice President and Spokesman, China Petrochemical Development Corporation	●	●			●		●

Note: Mr. Chu, Yea-Hun resigned due to personal reasons, Core Pacific Development received his resignation letter on 2023/4/28 with an effective date of 2023/4/30. A by-election was held on 2023/5/3 with the result that Mr. Shein, Du-Wu was appointed to be the new chairman.

Board Training Record

To enhance the group intellectual skills and experience of the top governance unit in sustainability, the Board members will attend relevant courses.

List of Board of Directors' Refresher Courses						
Job Title	Name	Date of Further Studies	Organizer	Course	Hours of Studies	Total Hours
Chairman	Chu, Yea-Hun	-	-	-	-	-
Chairman	Shin, Du-Wu	-	-	-	-	-
Director	Shen, Hui-Ting	2023/08/23	Taiwan Corporate Governance Association	Global Future Risks and Opportunities for Sustainable Transformation	3.0	6.0
		2023/11/17	Taiwan Corporate Governance Association	Case Analysis of Hostile Mergers and Acquisitions, Competition for Management Rights and Company Countermeasures	3.0	
Director	Yu, Chien-Song	-	-	-	-	-
Supervisor	Chen, Ying-Chun	-	-	-	-	-

Note: Mr. Chu, Yea-Hun resigned due to personal reasons, Core Pacific Development received his resignation letter on 2023/4/28 with an effective date of 2023/4/30. A by-election was held on 2023/5/3 with the result that Mr. Shein, Du-Wu was appointed to be the new chairman.

In addition to upgrading the intellectual skills and experience of the top management group, and in order to cultivate the spirit of sustainability and international outlook of our colleagues, the Company and Pacific Marketing's team organized the "Green Financing and Semiconductor Supply Chain Development" forum on December 11, 2023, and invited Prof. Lee, Chien-Ming of National Taipei University, Ms. Liu, Pei-Chen of Taiwan Industry Economics Service, and Mr. Peter Y. W. FAN, C.P.A. of Deloitte Taiwan as the speakers of the forum. The three speakers focused on various themes such as COP28, the demand for semiconductors, and the ESG transformation of the office market, explaining the connection of sustainability in different fields and enhancing colleagues' new thinking about sustainability. In addition to Core Pacific's colleagues, the event was also attended by the top management personnel of the Group's head office and the public who are interested in opening up their offices to the public. The purpose of the event is to lead everyone to create sustainability and resilience in their business operations, to help the resident companies to fulfill their ESG sustainability responsibilities, and to create a "New Era of Win-Win Sustainability" together!

With respect to the board of directors' performance evaluation method, according to Article 4 of China Petrochemical Development Corporation's "Board Performance Assessment Method", the scope of assessment of the Company's board of directors' includes the assessment of the performance of the board of directors as a whole, the individual board

members and the functional committees. The assessment methods include internal self-assessment, self-assessment of board members, peer assessment, assessment by appointed external professional organizations, experts or other appropriate methods to conduct performance assessment. The frequency of assessment is based on Article 3 of China Petrochemical Development Corporation's "Board Performance Assessment Method", which stipulates that the Company shall be assessed by external professional independent organizations or experts and scholars once every three years, and that the results of the internal and external assessments of the board performance shall be completed and reported to the board of directors prior to the end of the first quarter of the next fiscal year. The external performance assessment of the board of directors in 2021 has been conducted, and the results of the assessment have been strengthened in accordance with the recommendations of the previous evaluation report, which demonstrates the intention of pursuing the improvement of the effectiveness of the board of directors.

With respect to the board performance assessment indicators and scoring criteria, according to Article 8 of China Petrochemical Development Corporation's "Board Performance Assessment Method", the Company shall determine the items to be measured for the assessment of performance of the board of directors (functional committees) taking into account the Company's situation and needs, and at least the five

major Aspects of the evaluation items shall be included:

- (1) Degree of participation in the Company's operations: The frequency and status of attendance at board meetings, and the ability of the directors to fully understand the Company's operational projects, trends and circumstances, and to provide immediate feedback and suggestions.
- (2) Enhancement of board decision-making quality: Directors should clearly set strategic goals and budgets based on the Company's core values; board meetings should be conducted in an orderly and systematic manner.
- (3) Composition and structure of the board of directors: The composition of the board of directors should comply with relevant regulations and appropriate functional committees shall be established. Independent directors should have professional knowledge.
- (4) Election of directors and continuing education: Procedures for the election of directors are established and implemented, and directors should pursue continuing education and keep relevant records.
- (5) Internal control: The directors shall be able to perform risk assessment, supervise the internal control system and risk management, and the directors should understand and supervise the Company's accounting system, financial condition, and audit report.

The internal assessment results of the Board's performance for 2023 were presented in the report submitted to the 35th meeting of the 22nd Board of Directors on March 13, 2024.

Internal Assessment Results on Board Performance			
Scope of Assessment	Self-assessment Indicators	Items	Result of Assessment
Board of Directors	1. Participation in the company's operation. 2. Enhancement of the board's decision-making quality. 3. Composition and structure of the board 4. Selection and continuing education of directors 5. Internal control	45	Good

Internal Assessment Results on Board Performance			
Scope of Assessment	Self-assessment Indicators	Items	Result of Assessment
Board Members	1. Handling of company goals and tasks 2. Awareness of the directors' responsibilities 3. Participation in the company's operation. 4. Internal relationship management and communication 5. Professional and continuing education of directors 6. Internal control	23	Good
Audit Committee	1. Participation in the company's operation. 2. Awareness of the audit committee's responsibilities 3. Enhancement of the audit committee's decision-making quality. 4. Composition and member selection of the audit committee. 5. Internal control	22	Good
Remuneration Committee	1. Participation in the company's operation. 2. Awareness of remuneration committee's responsibilities 3. Enhancement of the remuneration committee's decision-making quality. 4. Composition and member selection of the remuneration committee	18	Good

Participation in External Organizations

List of Associations and Organizations	
Industry associations, other member associations and national or international advocacy organizations	Eligibility for Membership (Position Held)
The Real Estate Development Association of Taipei	General Member
The Real Estate Development Association of Kaohsiung	General Member
Taipei Neihu Technology Park Development Association	General Member
Greenpeace RE10x10	General Member



鼎越開發股份有限公司
CORE PACIFIC DEVELOPMENT CORPORATION

About the Report

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from CEO

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1

CORE PACIFIC DEVELOPMENT, SUSTAINABLE FOUNDATION

- 1.1 ESG Sustainability Management Framework
- 1.2 ESG Sustainability Policy
- 1.3 Communications with Stakeholders
- 1.4 Materiality Assessment



Core Pacific Development, Sustainable Foundation

1.1 ESG Sustainability Management Framework

In the Sustainable Development Committee, the CEO acts as the chairman member, the Executive Vice President acts as the executive member and senior managers from different departments act as the persons responsible for the executive team. The board of directors appoints the senior executives of the relevant departments to be the members of the Committee based on their experience and expertise. In the event that a member of the Committee is transferred or leaves his or her current position, his or her successor will be appointed to the position. In accordance with Article 2 of Core Pacific's "Sustainable Development Committee Organizational Procedures", the Committee shall conduct annual planning and discussions, submit semi-annual reports on the results of implementation, and submit a plan for the next year that includes environmental, social, and corporate governance goals when submitting the business plan at the end of the year. After reporting to the Committee on the previous annual implementation plan and results, the Sustainable Development Committee shall report to the board of directors at least once a year on the implementation of sustainable development, including the status and progress of the achievement of ESG objectives. The Committee shall review and consolidate the Company's sustainability policies and performance in accordance with the resolutions of the board of directors, and implement the matters directed by the board of directors to be handled by the Committee.

Core Pacific Sustainable Development Committee was established in 2022, which consists of five task force teams for: Win-win Enterprises, Economic Prosperity, Environmental Protection, Mutually Beneficial Partnerships, Thriving Communities. Depending on the characteristics of the task force teams, the senior managers of the appropriate departments will be the persons in charge and will lead their colleagues to be responsible for the operation, promotion, and implementation of the relevant resolutions.

Scope of Responsibilities and Operating Units of the Five Task Force Teams:

1. In order to implement sustainable development, each executive team will set up task force teams based on key issues and invite cross-departmental members to carry out related work.

2. Each executive team shall submit a report on the results of the previous project and a plan for future implementation before each committee meeting. During the period, the task force team under each executive team shall continue to implement the related work according to the work plan and objectives, and report to the committee members on a regular basis. The operation mode and reporting frequency of each task force team shall be decided by the members of the group.

During the reporting period, the board of directors discussed the E, S and G oriented events as summarized below:

Nature	No. of Major Events	Overview on Communication Proposal
Company Governance Aspect	12	1. Adjustments to the Company's Articles of Incorporation. Completion of the "Statement of Commitment and Declaration on Internal Control". 2. Adjustment and reappointment of senior management.
Social Aspect	5	1. Amend the Company's work rules and related personnel management rules, "Employee Leave Management Rules", etc. 2. Sign a cooperation agreement with a related party, BES Engineering Corporation. 3. Distribute bonuses for obtaining the construction license for the Core Pacific Plaza project.
Economic Aspect	5	1. Meet the Company's operational needs, such as: planning the capital for Core Pacific Plaza development project, handling the fund application with the parent company and financial institutions.

The information in this report is provided by each unit after approval by the supervisor, compiled and edited by the Sustainable Development Division, and the initial draft is reviewed and revised by the Sustainability Report Editorial Team at each level of the administrative process, reviewed by the Executive Vice President, and then sent to the President and the Chairman of the board of directors for review and approval in accordance with the administrative process for public dissemination, and disclosed publicly on the Core Pacific's official website.

1.2 ESG Sustainability Policy

During the annual self-assessment of the internal control system, we will arrange for a review of the "Code of Ethical Conduct, Ethical Business Procedures and Compliance with Laws and Regulations" and report the results of the review to the board of directors. We will also post the Core Pacific Development's "Code of Ethical Conduct, Ethical Business Procedures, and Guidelines for Integrity Management" on the Company's intranet and extranet sites so that our internal employees can read them at any time, and require the Core Pacific Development's newly hired and changing directors and senior management to sign the "Declaration of Compliance with the Integrity Management Policy" and provide independent complaint mailbox and complaint hotline on the Company's public website (hereinafter referred to as the company's "Official Website") to encourage internal and external personnel to report to Core Pacific Development. We encourage internal and external parties to report dishonest behavior that violates business ethics to Core Pacific Development, and annually announce the implementation status of our commitment to integrity management policy on the Company's official website for the reference by investors and the general public.

Core Pacific Development's Official Website

Contact us at <https://www.dydc.com.tw/>

The Company's various risks are assessed by the executive and responsible units and supervised by the Audit Department to ensure that the design and implementation of the internal control system are continuously effective and that the overall interests of the Company are safeguarded and enhanced. Every year, the Company's annual audit plan and corporate sustainability issues are reported to the board of directors and the Audit Committee for their approval, as required by law.

Although the Company will not be subject to the RBA in 2023, in order to continue to strengthen its corporate governance, Core Pacific expects to establish an Audit Policy or a Risk Management Policy, and to comply with China Petrochemical Development Corporation's Human Rights Policy, China Petrochemical Development Corporation's Organizational Procedures for the board of directors, and the Rules Governing the Responsibilities of Independent Directors. In addition to complying with the laws and regulations of the Articles of Incorporation, it also covers the principles of protecting shareholders' rights and interests, strengthening the

functions of the board of directors, performing the functions of a supervisor, respecting the rights and interests of stakeholders, and enhancing the transparency of information.

"China Petrochemical Development Corporation's Human Rights Policy" covers the following topics:

Respect for human rights in the workplace; Provision of a safe and healthy working environment; Prohibition of child labor and reasonable hours of work; Support for the formation of labor unions and smooth labor-management communication channels; and Regular review of the relevant human rights systems and practices.

1.3 Communications with Stakeholders

The Company identifies the possible stakeholders of the Company including business partners, social welfare organizations, consumers, customers, employees and other workers, government, local communities, non-governmental organizations, shareholders and other investors, suppliers, public associations, disadvantaged groups, financial institutions, academic institutions, etc., as well as the stakeholders of the industry in accordance with the GRI Guidelines. Based on the results of the stakeholder identification in the Company's 2022 Sustainability Report, and the communication between each department and stakeholders during the reporting period, we discussed the results of the stakeholder identification in a meeting. Eight categories of stakeholders were identified: employees (colleagues), shareholders/investors, suppliers/contractors, government, local communities, academics, customers (resident vendors), and business partners (distributors/agents). Among them, customers (resident vendors) and business partners (distributors/agents) are the new stakeholders. Since these two will play a very important role in the Company's business in 2023, it was proposed and discussed in the meeting and finally resolved to include them as the important stakeholders in 2023.

The Company's communications with various stakeholders during the reporting period are summarized as follows:

Stakeholder Communication Channels

Stakeholder communication channels and effectiveness				
Stakeholder	The significance of stakeholders to the company	Communication channel	Frequency	Communication effectiveness
Employees (Colleagues)	Our colleagues are important talent assets of the Company, and we must be responsible for every employee. (Human Resources and Administration Division)	<ol style="list-style-type: none"> Physical staff meeting Email/telephone contact Weekly company meeting 	<ol style="list-style-type: none"> Monthly Immediately Weekly 	<ol style="list-style-type: none"> Disseminate relevant announcements of the Company or the Group through meetings or contacts at any time to ensure that the progress of work is always updated and the horizontal interests of various units are closely linked. Twelve staff meetings were held in 2023.
Shareholders/ Investor	Shareholders/investors are holders of Core Pacific shares and the company must be responsible for them (Finance Department)	<ol style="list-style-type: none"> Company's annual report and financial report Shareholders meeting Corporate sustainability area of the Company's official website Sustainability Report 	<ol style="list-style-type: none"> Yearly According to the company's schedule Immediately Yearly 	<ol style="list-style-type: none"> The information on the Company's website is updated at any time One shareholders' meeting was held in 2023. A regular annual sustainability report was published.
Suppliers/ Contractors	Supplier/contractor partners are important resources for Core Pacific Development's sustainable operations. (Procurement and Contracting Division)	<ol style="list-style-type: none"> Routine work meetings and supplier visits. Conduct supplier/contractor technical briefing meetings and project performance visits. Conduct occupational safety and health education and training for contractors according to each case. Suppliers/contractors use emails, phone calls, and meetings for communications. Provide suppliers' carbon footprint and ESG-related information. 	<ol style="list-style-type: none"> Weekly/Monthly/Quarterly Monthly/Quarterly Monthly/Quarterly Daily/Weekly Yearly Quarterly/Yearly 	<ol style="list-style-type: none"> Technical briefings for suppliers/contractors were organized for 34 times and for 34 companies. Project performance visits were conducted for 6 times and for 6 companies.
Government Agencies	<p>"Revenue Service, Taxation Bureau"</p> <p>Our products and related marketing activities are subject to inspection and supervision by the competent authority. (Finance Department)</p> <p>"Ministry of Environment, and Fire Department"</p> <p>These are government agencies which are the setters of economic, environmental, social and other Aspects of compliance and are based on the latest laws and regulations. (Engineering Management Department)</p> <p>"Bureau of Labor Insurance, and National Health Insurance Administration"</p> <p>Our products and related marketing activities are subject to inspection and supervision by the competent authority. (Human Resources and Administration Division)</p>	<p>"Revenue Service, Taxation Bureau"</p> <ol style="list-style-type: none"> Public information observatory and company website Participate in symposiums and training courses organized by the competent authorities Communicate and resolve doubts through official documents, letters or in person. <p>"Ministry of Environment, and Fire Department"</p> <ol style="list-style-type: none"> Sending and receiving documents and electronic communication platform <p>"Bureau of Labor Insurance, and National Health Insurance Administration"</p> <ol style="list-style-type: none"> Official document Telephone 	<p>"Revenue Service, Taxation Bureau"</p> <ol style="list-style-type: none"> Immediately Irregularly Immediately <p>"Ministry of Environment, and Fire Department"</p> <ol style="list-style-type: none"> Immediately <p>"Bureau of Labor Insurance, and National Health Insurance Administration"</p> <ol style="list-style-type: none"> Immediately Immediately 	<ol style="list-style-type: none"> Important information or clarification are immediately released by the parent company in accordance with the regulations. All information are reported within the time limit as required.

Stakeholder communication channels and effectiveness				
Stakeholder	The significance of stakeholders to the company	Communication channel	Frequency	Communication effectiveness
Local Communities	They are individuals and communities in the surrounding area, such as residents around the construction site, are stakeholders with frequent interactions. (Engineering Management Department)	1. Face to face visit 2. Telephone	1. Irregularly 2. Immediately	1. Maintain good interactive relationships with the district chief and residents.
Academic Experts	They provide concepts and suggestions related to property management (Property Development Division)	1. Telephone and written documents 2. Face to face communication	1. Communicate via video and phone calls from time to time 2. Regularly one to two days a week	1. Refer to the recommended key equipment requirements of top commercial offices for the improvement of the park. 2. Through the electronic monitoring system, ensure the implementation of the principles of improving the operational efficiency of facilities and equipment, reducing energy consumption management, and effectively utilizing the facilities and equipment to achieve high efficiency, so as to reduce the negative impacts on the environment.
Customers (Resident Vendors)	They provide diversified services such as an international multimedia conference center, commercial facilities, leisure and entertainment, etc. to residents of surrounding communities and future customers to enhance the economic benefits of Core Pacific Plaza. (Planning and Design Division)	1. Physical meeting, and online meeting 2. E-mail 3. Communication software	1. Twice a week 2. Immediately 3. Immediately	1. Have the final discussion on service space. 2. Set the space theme of the International Multimedia Conference Center. 3. Introduce and formulate the green property management specification. 4. Plan the performance space.
Business Partners (Distributors and Agents)	They are our sales and leasing business partners. In order to meet the needs of our customers and improve our product planning quality, sales/leasing services and innovation capabilities, we create a win-win situation. (Sales Development Department)	1. E-mail 2. Communication software 3. Telephone line 4. Review report or meeting 5. Exchange visits	1. Immediately 2. Immediately 3. Irregularly 4. Monthly 5. Irregularly (According to event planning)	1. Collect customer's needs and market situation from various communication channels. 2. Adjust the rental and sales strategy immediately according to the demand and market situation. 3. Achieve the sales and leasing targets at each stage according to the revised strategy to maximize the Group's profit.

1.4 Identification of Materiality

The selection of the Company's Materiality was based on the GRI Topic Standards, Sustainability Accounting Standards of SASB, and the results of the 2022 Materiality Identification, and was discussed by representatives of the Company, department heads, and outside experts in light of the actual or potential negative Aspects and positive Aspects of the Company's topics on the economy, environment, and society (people and human rights).

The assessment process can be divided into four specific stages:

1. Understand the organizational context	With reference to GRI Topic Standards, Sustainability Accounting Standards of SASB and the identification results of materiality in 2022, a total of 49 sustainability issues were compiled.
2. Identify actual and potential impacts	Company representatives, department heads and external experts discussed the actual or potential negative and positive impacts of the Company's sustainability issues on economy, environment, and society (people and human rights).
3. Assess the Significance of Impacts	After discussions between company representatives, department heads and stakeholders, a meeting was held with external experts for discussion. Based on past operating experience, the significance and possibility of the impact of the issues were discussed, and 16 issues were finally selected as the Company's Materiality.
4. Prioritize reports with the most significant impact	Based on the analysis results of major sustainability issues, company representatives and department heads conducted a comprehensive assessment based on the nature of the issues with external experts, and summarized and merged one economic, three environmental, and five social (people and human rights) themes into 7 material topics. The material topics are successively assigned to different chapters of the report for disclosure.

The selection of materiality was significantly adjusted after the meeting: the materiality identified in the 2022 Sustainability Report include 16 material issues: Noise Pollution, Greenhouse Gas Emissions, Waste, Schedule Delay, Greenhouse Gas Emissions Regulation Update, High Talent Mobility, GRESB rating, ESG leadership, Regulatory Compliance, Carbon Reduction Target Setting, Net-Zero Carbon Building, Sustainable Procurement Policy Development, Architectural Firmness Design, Climate Change Management, Operational Risk Management, and Renewable Energy Use.

During the kick-off meeting of Core Pacific Development for preparing the Sustainability Report, company representatives, department heads, employees, and

external experts discussed the deletion of the topics "Noise Pollution," "Sustainable Procurement Policy Development," and "Operational Risk Management" and the inclusion of "Regulatory Compliance" and "ESG Leadership" in the Sustainability Report. In addition, the topics of "Greenhouse Gas Emissions" and "Greenhouse Gas Regulation Update" were combined as the topics of "Greenhouse Gas Emissions", and the topics of "Carbon Reduction Target Setting", "Net-Zero Carbon Building", "Climate Change Management", and "Renewable Energy Use" were combined as the theme of "Building Sustainability Near-Zero" for disclosure, and "Architectural Firmness Design" was renamed to "Building Safety".

Finally, in the 2023 Sustainability Report, the Company identified seven material issues, namely, "Greenhouse Gas Emissions," "Waste," "Schedule Delay," "Talent Retention," "GRESB Rating," "Near-Zero Building Sustainability," and "Building Safety".

List of Materiality

Description of the Management Content of Various Materiality:

ESG Aspects	List of materiality	Description of organization's policies or commitments related to materiality	Description of impacts on economics, environment, and people (including human rights)	Main affected entities (Groups affected by organization's operation)	Prevention or remediation of negative impacts	Goals and Objectives (Short-, medium-, and long-term goal setting and evaluation)	Corresponding Chapter
Environmental Aspect	Greenhouse Gas Emissions (Sustainable Development Division)	<p>The real estate development industry accounts for a high percentage of global carbon emissions, and the Taiwan government has included the construction industry in the 2050 Net Zero Emissions Pathway. Therefore, the real estate development industry should actively plan and implement emission reduction policies as soon as possible, which will also help increase the competitiveness of their products. Therefore, we hope to:</p> <ol style="list-style-type: none"> 1. Plan to reduce carbon emissions by purchasing renewable energy certificates for office electricity consumption on a yearly basis, and achieve carbon neutrality in electricity consumption by 2040. 2. Join Greenpeace's RE10X10 initiative and disclose the percentage of green electricity used annually. 3. Minimize carbon emissions during construction by using low-carbon construction methods. 	<p>◆ Negative to Economy: Increase in construction costs due to carbon reduction planning such as the use of low carbon methods and the purchase of renewable energy certificates.</p> <p>◆ Positive to Environment: Effective Carbon Reduction, Reduced Global Greenhouse Gas.</p> <p>◆ Potential Positive Corporate Image: Reduced carbon emissions lead to increased exposure and competitiveness in the industry.</p> <p>◆ Positive to People/Human Rights: Health of staff and community members is protected due to carbon reduction and creation of better living environment.</p>	<p>◆ Shareholders and other investors (contributed)</p> <p>◆ Employees (caused)</p> <p>◆ Suppliers and contractors (caused)</p> <p>◆ Customers (directly related)</p> <p>◆ Financial institutions (contributed)</p> <p>◆ Local community (directly related)</p>	<ol style="list-style-type: none"> 1. Funding: Coordinate with financial institutions for a better loan amount through green planning. 2. Purchase Renewable Energy Certificates: Assign someone to the Renewable Energy Certificate Center to report the number of monthly credits to ensure that the renewable energy target is met on schedule. 3. Enhance on-site staff education and training, and strengthen on-site management and supervision. 	<p>Short-term:</p> <ol style="list-style-type: none"> 1. 20% reduction in carbon emissions from office electricity consumption 2. Carry out the Company's greenhouse gas inventory <p>Mid-term:</p> <ol style="list-style-type: none"> 1. 40% reduction in carbon emissions from office electricity consumption 3. Continue the Company's greenhouse gas inventory and include the construction site in the inventory boundary. <p>Long-term:</p> <ol style="list-style-type: none"> 1. 70% reduction in carbon emissions from office electricity consumption 2. Assist customers to purchase green electricity during the construction period of Core Pacific Plaza. 3. Achieve carbon neutrality in electricity consumption by 2040 (RE100) 	5. Implementation of Environmental Protection

ESG Aspects	List of materiality	Description of organization's policies or commitments related to Materiality	Description of impacts on economics, environment, and people (including human rights)	Main affected objects (Groups affected by organization's operation)	Prevention or remediation of negative impacts	Goals and Objectives (Short-, medium-, and long-term goal setting and evaluation)	Corresponding Chapter
Environmental Aspect	Waste (Engineering Management Department) (Procurement Contracting Division)	In accordance with the Ministry of Environment's "Construction Waste Management Strategy", Core Pacific implements the reduction and separation of construction waste, with the goal of increasing the number of channels for recycling and reuse of construction waste resources and reducing the occurrence of illegal disposal of construction waste. Meanwhile, Core Pacific's construction waste management regulations are based on the Ministry of the Interior, Land Management Agency's "Regulations on the Types and Quantities of Waste to be Removed and Disposed of by Common Cleaning Organizations of Construction Waste". This is to avoid serious environmental impacts caused by waste disposal problems.	<p>◆ Potential negative impacts on society and environment: The safety and hygienic quality of the construction site will directly affect the safety of the construction workers on site and the residents around the construction site, therefore, the disposal of waste at the construction site should be carried out in accordance with the relevant waste disposal contract.</p> <p>◆ Negative to Environment: Failure to manage waste could result in serious environmental pollution, significant fines (over \$1 million), and impacts on the living environment of residents in the vicinity of the development area.</p>	<p>◆ Employees (caused)</p> <p>◆ Contractor (caused)</p> <p>◆ Customer (contributed)</p> <p>◆ Government agencies (contributed)</p> <p>◆ Local community (directly related)</p>	<ol style="list-style-type: none"> 1. Receiving a complaint: If a complaint is received by phone or in person, the complainant's request and contact information should be memorized, and improvements should be made immediately. 2. Confirmation of the facts of the case: Notify the relevant unit of the complaint situation, confirm whether it is true or not, and to check on-site necessary. 3. Confirm the handling and control: Confirm that the complaint situation is true, and the relevant unit should immediately make improvements. 4. Record, Review and Improvement: Reply the improvement result to the complainant, and review and improve the operation, and the improvement record will be used as the follow-up response process, and the identification and complaint will be handled in accordance with the "Corporate Behavioral Standards" and the "Communication and Complaint Channel for Stakeholders". 5. Implement the waste management situation on site, and the need for garbage classification. 	<p>Short-term:</p> <ol style="list-style-type: none"> 1. Reduce the amount of construction waste by 5% 2. Enforce the classification of construction waste 3. Adopt recyclable green building materials by 10%. 4. Reduce environmental pollution 5. Follow the Ministry of Environment's "Construction Waste Management Strategy". <p>Mid-term:</p> <ol style="list-style-type: none"> 1. Reduce the amount of construction waste by 50% 2. Adopt recyclable green building materials by 15%. <p>Long-term:</p> <ol style="list-style-type: none"> 1. Zero construction waste at each operation site 2. Adopt recyclable green building materials by 55%. 	5. Implementation of Environmental Protection

List of Major Theme

ESG Aspects	List of Major Topics	Description of organization's policies or commitments related to Materiality	Description of impacts on economics, environment, and people (including human rights)	Main affected objects (Groups affected by organization's operation)	Prevention or remediation of negative impacts	Goals and Objectives (Short-, medium-, and long-term goal setting and evaluation)	Corresponding Chapter
Economic Aspect	Schedule Delay (Engineering Management Department)	Delays in construction can have a significant impact on the Company due to, but not limited to, material supply delays, labor shortages, weather factors, equipment failures, specification changes, and third-party issues. These factors may result in increased costs, contractual breaches, customer dissatisfaction, and damage to the Company's reputation.	<p>◆ Potential Negative Impacts on Economy: Delays in the construction schedule may increase project costs, affecting the company's profitability, and may also lead to contractual breaches and lawsuits.</p> <p>◆ Potential Negative Impacts on Environment: Long-term construction works may cause damage to the surrounding ecosystem and may lead to pollution problems during the construction process, affecting air and water quality.</p> <p>◆ Potential Negative Impacts on People/ Human Rights: Delays in the schedule may lead to the erosion of workers' rights and interests, such as long working hours and unpaid wages.</p>	<p>◆ Employees (caused)</p> <p>◆ Local Community (directly related)</p>	<ol style="list-style-type: none"> When a delay occurs, immediately implement the contingency plan formulated in advance, and actively solve the problem to minimize the impact of the delay on the overall progress. Actively communicate with third-party vendors to address problems, find solutions and make necessary adjustments. 	<p>Short-term goals:</p> <ol style="list-style-type: none"> Reduce delays in current projects and ensure that key milestones are accomplished on time. Improve the material supply chain to minimize the risk of supply delays. Improve the synergy between field workers and managers to respond to problems more effectively. <p>Mid-term goals:</p> <ol style="list-style-type: none"> Improve the Company's project management process to minimize potential schedule delays. Establish a stronger crisis response mechanism, including adaptive planning and risk management strategies. Strengthen cooperation with suppliers and third-party vendors to ensure the smooth flow of work. <p>Long-term goals:</p> <ol style="list-style-type: none"> Continue to enhance the Company's engineering expertise and to manage projects in a more efficient manner. Strengthen our sustainable development practices and make further progress in environmental friendliness and social responsibility. 	6. Mutually beneficial partnership

ESG Aspects	List of Major Topics	Description of organization's policies or commitments related to Materiality	Description of impacts on economics, environment, and people (including human rights)	Main affected objects (Groups affected by organization's operation)	Prevention or remediation of negative impacts	Goals and Objectives (Short-, medium-, and long-term goal setting and evaluation)	Corresponding Chapter
Governance Aspect	Talent Retention (Human Resources and Administration Division)	<p>1. Core Pacific Development is planning based on the principle of nurturing employees, creating a workplace environment that is conducive to the well-being of the company, creating a stable retention rate, achieving the right fit, and ensuring salary competitiveness within the industry.</p> <p>2. Plan the growth path according to the three stages of employee's career.</p> <p>(1) Stage 1: Satisfy basic needs and grow through learning.</p> <p>(2) Stage 2: Gain internal and external recognition and find a clear career path.</p> <p>(3) Stage 3: Gain respect from the company and realizing your ideal of life.</p>	<p>◆ Potential Positive Impacts on People/ Human Rights: Reasonable turnover rate is also a kind of manpower revitalization.</p> <p>◆ Potential Positive Impacts on People/ Human Rights: Maintaining a certain degree of internal talent mobility not only allows internal staff to learn more comprehensive functions, but also enhances their abilities and develops their potentials, creating a positive and enterprising atmosphere within the organization.</p> <p>◆ Potential Negative Impacts on People/ Human Rights: Unreasonable talent mobility is a loss.</p> <p>◆ Potential positive Impacts on People/ Human Rights: If a company keeps losing talents to other companies, it is a waste of talents and a loss of company resources that needs to be avoided, which means that the company must have a good internal mechanism for talent development and management, in order to turn the wastage into a reasonable mobility, and to promote the company's steady growth with the power of talents.</p>	◆ Employees (caused)	<ol style="list-style-type: none"> 1. Improve salary competitiveness 2. Create a friendly workplace environment to enhance employees' centripetal force. 3. Avoid internal conflicts and rivalries in the Company 4. Establish a fair and transparent evaluation mechanism (Supervisors can evaluate their subordinates, and subordinates can also evaluate their supervisors) 5. Establish reasonable company regulations, replace the rule of man with the rule of law. 6. Place emphasis on employee development, encourage innovation, teamwork and corporate culture. 	<p>Short-term:</p> <ol style="list-style-type: none"> 1. Establish key personnel training programs 2. Conduct basic competency enhancement courses and management competency development programs for employees. 3. Establish talent cultivation and development mechanism (including fresh talent cultivation) 4. Promote campus recruitment <p>Mid-term:</p> <ol style="list-style-type: none"> 1. Implement key personnel training programs 2. Conduct inventory of functional gaps and establish a gap implementation mechanism 3. Organize individual function development programs 4. Organize supervisor management and leadership enhancement program planning. <p>Long-term:</p> <ol style="list-style-type: none"> 1. Key Talent Development Program 2. Supervisor Management Program 3. Executive Coaching Leadership Programs 	3 Win-win Enterprise

List of Major Theme

ESG Aspects	List of Major Topics	Description of organization's policies or commitments related to Materiality	Description of impacts on economics, environment, and people (including human rights)	Main affected objects (Groups affected by organization's operation)	Prevention or remediation of negative impacts	Goals and Objectives (Short-, medium-, and long-term goal setting and evaluation)	Corresponding Chapter
Economic Aspect	GRESB Rating (Sustainable Development Division)	By maintaining a 5-star rating from GRESB, Core Pacific Development indirectly proves that the project continues to stand up to ESG standards and keep up with the times, moving in a direction that is better for the environment and society.	<p>◆ Negative Impacts on Economy: Continuous participations in ratings every year results in increased construction costs, design and planning costs.</p> <p>◆ Actual Positive Impacts on Corporate Image: Through the ratings on Pacific Development's construction quality and value through ratings, we can increase exposure and competitiveness, as well as customer trust and investment.</p> <p>◆ Actual Positive Impacts on Economy: Reduced carbon emissions from construction and operation can result in better loan amounts or lower interest rates.</p> <p>◆ Potential positive Impacts on People/ Human Rights The human-centered design of the building and the reduction of carbon emissions during the construction and operation phases give a healthy and comfortable environment for employees, tenants and residents in the surrounding area.</p>	<p>◆ Shareholders and Other Investors (contributed)</p> <p>◆ Employees (contributed)</p> <p>◆ Suppliers and contractors (caused)</p> <p>◆ Customers (directly related)</p> <p>◆ Financial Institutions (directly related)</p> <p>◆ Local community (contributed)</p>	Raise the issue and communicate horizontally with the relevant departments, and adjust the direction of implementation as much as possible to ensure compliance with the rating requirements.	<p>Short-term: Maintain 5-star rating</p> <p>Mid-term: Aim for no less than a 4-star rating for subsequent development projects.</p> <p>Long-term: Maintain at least a four-star rating for each development project on a consistent basis.</p>	2.2030 ESG Sustainable Development Strategies

ESG Aspects	List of Major Topics	Description of organization's policies or commitments related to Materiality	Description of impacts on economics, environment, and people (including human rights)	Main affected objects (Groups affected by organization's operation)	Prevention or remediation of negative impacts	Goals and Objectives (Short-, medium- and long-term goal setting and evaluation)	Corresponding Chapter
Environmental Aspect	Near-Zero Building Sustainability (Planning Design Division)	The Core Pacific Plaza project inherits the Group's ESG sustainable management philosophy, through the application of Taiwan Green building (EEWH), U.S. Smart Building (LEED) and U.S. Healthy Building (WELL) and seismic labels to achieve energy saving, carbon reduction and sustainable management and strive to achieve the goal of 2050 Net Zero Building.	<p>◆ Actual Positive Impacts on Environment: Reduces carbon emissions during manufacturing process and during future operations.</p> <p>◆ Potential Negative Impacts on Economy: Short-term increase in operating costs, which will be passed on to consumers in the form of higher purchasing and consumption costs as a result of future price-to-sales cost stacking.</p> <p>◆ Actual Positive Impacts on Environment: Consumers will be able to save operating costs and reduce the impact on the environment as a result of the improved energy-saving effect of the products.</p>	<p>◆ Shareholders and other investors (contributed)</p> <p>◆ Employees (caused)</p> <p>◆ Suppliers and contractors (caused)</p> <p>◆ Customers (directly related)</p> <p>◆ Financial institutions (directly related)</p> <p>◆ Local community (contributed)</p> <p>◆ Business partners (contributed)</p>	Through the assessment projects of various labels, follow-up design specifications are implemented to facilitate subsequent project contracting and implementation in compliance with various label standards to ensure the implementation of ESG sustainable management concepts.	<p>Short-term: Design and Planning Stage: Obtain the project to establish the procurement specifications according to the standards.</p> <p>Mid-term: Construction Stage: ensure that the construction company is working according to the specifications, the company must submit the inspection data according to the "self-inspection form", and review the relevant contents with the owner every week.</p> <p>Long-term: Operation Stage: in addition to the real estate team assisting tenants and customers to purchase green electricity in order to achieve carbon neutrality in electricity consumption, whether the product is still in compliance with the specifications of the label is also tracked yearly, and submit re-inspection information for every five years after obtaining the label.</p>	6.Creating Mutual Benefit and Property Cooperation

List of Major Theme

ESG Aspects	List of Major Topics	Description of organization's policies or commitments related to Materiality	Description of impacts on economics, environment, and people (including human rights)	Main affected objects (Groups affected by organization's operation)	Prevention or remediation of negative impacts	Goals and Objectives (Short-, medium-, and long-term goal setting and evaluation)	Corresponding Chapter
Social Aspect	Building Safety (Engineering Management Department)	<ol style="list-style-type: none"> 1. Establish strict safety standards and enforcement procedures to minimize the risk of accidents and reduce fines and compensation costs. 2. Ensure that staff has adequate safety knowledge and skills to enhance the reliability of site operations. 3. Adopt green building and sustainable construction principles to minimize the adverse impact on the environment. 4. Set up an environmental monitoring mechanism to promptly respond to and minimize any potential environmental damage. 5. Establish active communication with local government, community organizations, and stakeholders to ensure the health and safety of the community. 	<p>◆ Potential Negative Impacts on Economy: High fines and compensation costs, as well as delays caused by work stoppages, may increase a company's operating costs and affect profitability.</p> <p>◆ Potential Negative Impacts on Environment: Safety issues may cause environmental damages and pose threats to local ecosystems and water sources.</p> <p>◆ Potential Negative Impacts on People/Human Rights: Accidents on construction sites may lead to serious human rights violations, affect the health of workers, and may even result in serious injury or death.</p> <p>◆ Potential Negative Impacts on People/Human Rights: Safety issues may cause resentment in the local community, damaging the company's reputation and relationships in the area.</p>	<p>◆ Employees (caused)</p> <p>◆ Local community (contributed)</p>	<ol style="list-style-type: none"> 1. Carry out regular construction site inspections to ensure that equipment and structures comply with safety standards and identify potential safety hazards in advance. 2. Provide safety training programs for workers to ensure workers understand the latest safety regulations. 3. Use an intelligent monitoring system to monitor construction site conditions in real time, detect possible safety issues early, and provide instant alerts. 4. Conduct a comprehensive risk assessment to identify potential hazards, formulate targeted prevention strategies, and implement necessary control measures. 5. Accident Investigation and Analysis: Establish an accident investigation team to analyze the cause of the accident in detail and formulate appropriate remedial measures to prevent recurrence. 	<p>Short-term:</p> <ol style="list-style-type: none"> 1. Conduct safety training to improve knowledge and ability to implement safety measures and procedures. 2. Establish a rapid response incident reporting and handling mechanism to ensure prompt and effective response in the event of an incident, with a maximum of 48 hours to resolve the issue. 3. Promote sustainable green building principles to reduce energy consumption and minimize environmental impacts. 4. Get to know the local communities and maintain good interaction with them. <p>Mid-term:</p> <ol style="list-style-type: none"> 1. Enhance the safety management of construction sites through technological innovation, and adopt intelligent systems to monitor and predict potential risks. <p>Long-term:</p> <ol style="list-style-type: none"> 1. Establish a profound partnership with local communities, promote common development, and at the same time strengthen the company's impact on social responsibility. 	6. Mutually beneficial partnership

2

2030 ESG SUSTAINABLE DEVELOPMENT STRATEGY

- 2.1 Sustainability Performance
- 2.2 2030 ESG Sustainable Development Roadmap
- 2.3 United Nations Sustainable Development Goals

2030 ESG Sustainable Development Strategy

Management Policy	GRESB Rating (Sustainable Development Division)		
Sustainability Guideline (Issue) Response	Self-defined Items	Stakeholders affected	Shareholders and other investors, employees, suppliers and contractors, customers, financial institutions, and local community
Major Reason	By maintaining a 5-star rating from GRESB, Core Pacific Development indirectly proves that the project continues to stand up to ESG standards and keep up with the times, moving in a direction that is better for the environment and society.		
Influences and Impacts	<p>◆ Negative Impact on Economy: Continuing to participate in ratings every year results in increased construction costs. Continuing to participate in ratings every year results in increased design planning costs.</p> <p>◆ Positive Impact on Corporate Image: The ratings on Core Pacific Development's construction quality and value can increase customer trust and investment. Increase exposure and enhance competitiveness through ratings.</p> <p>◆ Positive Impact on Environment: Minimize the impact on the environment through environmentally friendly design and planning.</p> <p>◆ Positive Impact on Economy: Reduced carbon emissions from construction and operation can result in a better loan or a lower interest rate.</p> <p>◆ Positive Impact on People/Human Rights: The human-centered design of the building gives a healthy and comfortable environment for both customers and residents. Reducing carbon emissions from construction and operation protects the environment and health of employees, customers, and community residents.</p>		
Policy/Strategy	Before completion of the project, continuously participate in GRESB ratings and review with external consultants every year to keep up with the latest international ESG trends.		
Goals and Objectives	<p>Short-term: Maintain a 5-star rating</p> <p>Mid-term: Aim for no less than a 4-star rating for subsequent development projects.</p> <p>Long-term: Maintain at least a four-star rating for each development project on a consistent basis.</p>		
Management Assessment Mechanism	GRESB results are announced in October each year to confirm compliance with expectations.		
Performance and Adjustment	<p>The GRESB 5-star rating with 98 points was awarded for 2023 and is expected to be announced in October 2024.</p> <p>During the preparation period for the rating, a dedicated officer and an external consultant will review the contents of the assessment every two weeks and make timely adjustments to ensure that all assessment items can be scored appropriately.</p>		
Preventive Mechanisms and Remedies	If there are any non-compliant items, we will immediately raise the issue and communicate with the relevant departments, and adjust the direction of implementation as much as possible to ensure compliance with the rating requirements.		

Continuing the momentum of Core Pacific Development's Sustainability Kickoff Year in 2022, Core Pacific repositioned and replanned Core Pacific Plaza in accordance with the 2023 Sustainability White Paper, with the concept of a healthy green building as the core of the design. This driving force has enabled us to establish a solid foundation for sustainability, introduce ESG to our corporate governance practices, and implement practical actions for environmental and social sustainability, as well as practicing responsible business practices.

In 2023, Core Pacific has redefined its Materiality, revealing and responding to the sustainability challenges that will be encountered in the future. To clarify our development objectives, we have established a Sustainability Vision in 2021:

Creating a sustainable cycle of value, and accomplishing an ideal future where everyone can live and work in peace and happiness.

To achieve this vision, we have formulated the 2030 ESG Sustainable Development Strategy with short-, mid- and long-term goals, and the Strategy is comprised of five major development themes.



From now on, Core Pacific will adhere to the ESG principles, keep our vision in mind, and implement the 2030 ESG Sustainable Development Strategy in a down-to-earth manner.

2.1 Sustainability Performance

In order to continue the sustainability of resources and environment, Core Pacific Development makes use of its ESG leadership as the first step to practice sustainability, actively participates in the credible third-party Global Real Estate Sustainability Benchmark (GRESB) rating, and received a five-star rating, the second in Asia; expanding employee participation programs and safety, health and well-being; continuing climate action, environmental friendliness and building firmness design, and noise pollution control; maintaining quality management, mutual benefit and prosperity, providing contractors' or suppliers' communication channels and education and training; creating health and well-being, and harmonious pleasant communities. Sustainability not only enhances social responsibility and competitiveness, but also promotes national and global sustainability goals.

The following are some of our sustainability achievements:

Win-win Enterprises	Economic Prosperity	Environmental Protection	Mutually Beneficial Partnerships	Thriving Communities
Performance (2023.01-2023.12)				
ESG Leadership	Green Economy	Climate Action	Quality Management	Health and Well-being
<ul style="list-style-type: none"> ◆ Issued the first edition of the Sustainability Report ◆ Introduced ESG integration and established a dedicated task force team. ◆ Responded to United Nations Sustainable Development Goals (UN SDGs). ◆ GRESB 5-star rating, the first top office park in Taiwan and the second in Asia to receive this honor. ◆ Participated in the GRESB Global Real Estate Sustainability Benchmark Program for the second time in 2023. ◆ Identified environmental, social, and governance issues and developed control methods. 	<ul style="list-style-type: none"> ◆ Dedicated to creating sustainable growth and mutually beneficial economic value for our stakeholders. ◆ Invested in green development in line with sustainable financial market trends, promoting the growth of the green investment market, and starting to invest in the field of green finance in line with the CEO's commitment to sustainability. ◆ Created a sustainable industrial ecosystem by utilizing ESG as the core of project development and assisting prospective tenants in achieving their corporate ESG goals. 	<ul style="list-style-type: none"> ◆ Architectural Firmness Design ◆ Adopted Low Energy and Water Conservation Design for Development Projects ◆ Planned for renewable energy use in development projects ◆ Committed to incorporate international healthy building and green building certification systems into development projects. 	<ul style="list-style-type: none"> ◆ Established the principle of sustainable land development or acquisition to ensure the quality of selecting development sites. ◆ Established a mechanism for selecting responsible suppliers and contractors, and strictly controlling the quality of materials and works in development projects. 	<ul style="list-style-type: none"> ◆ Received the Livable and Sustainable City Award ◆ Introduced seismic resistance, Smart Building Label, U.S. WELL Healthy Building Standard, Taiwan Green Building Label, U.S. LEED Green Building Certification, etc. in development projects.
Employee Participation	Risk Management	Environmental Friendliness	Mutual Benefit and Prosperity	Community Development
<ul style="list-style-type: none"> ◆ Regular weekly work meetings for Employees ◆ Monthly all-hands mobilization meetings ◆ Review on employee inclusiveness and diversity, and establish employee engagement programs. ◆ Already established effective employee complaints and supervision channels. ◆ Employee satisfaction surveys and improvement plans based on survey results. 	<ul style="list-style-type: none"> ◆ Core Pacific has passed the ISO 14001 certification for environmental management and ISO9001 Quality Management System that is reviewed annually and updated regularly. ◆ By using the GRI 3 standard, stakeholders are asked to identify potential risks arising from each issue to assist the relevant authorities in developing a new round of policy responses in 2023. 	<ul style="list-style-type: none"> ◆ Established a methodology for sustainable site selection for development projects ◆ Formulated rules for green procurement and material selection requirements for development projects. ◆ Formulated strategies for energy and water conservation in development projects ◆ Introduced waste recycling strategies in development projects. ◆ Introduced building life-cycle sustainable management policies. ◆ Noise pollution monitoring 	<ul style="list-style-type: none"> ◆ Guided suppliers and partners to ISO certification. ◆ Guided suppliers and partners to provide sustainable goods and services. ◆ Established close cooperation with suppliers who place emphasis on sustainability. 	<ul style="list-style-type: none"> ◆ Prioritized development sites in areas with convenient transportation and good living functions. ◆ Provided community interaction platforms and participatory public spaces in development projects. ◆ Established a community impact assessment and monitoring process to communicate with community leaders and residents as stakeholders. ◆ Participated in community-related activities and presentations ◆ Adopted and regularly maintain parks around the development. ◆ Opened portions of the development to community public space.

Win-win Enterprises	Economic Prosperity	Environmental Protection	Mutually Beneficial Partnerships	Thriving Communities
Performance (2023.01-2023.12)				
Safety, Health and Well-being	Shareholder/ Investor Communications		Multi-directional Communications	Government/ Association Communications
<ul style="list-style-type: none"> ◆ Set up employee safety indicators ◆ Established employee health and welfare programs to enhance the safety of the workplace. 	<ul style="list-style-type: none"> ◆ Published annual reports and financial statements on a regular basis ◆ Organized annual shareholders' meetings ◆ Announced major news from time to time ◆ Established an investor section on the official website for communication. 		<ul style="list-style-type: none"> ◆ Regular supplier communication: Routine business meetings and supplier visits and conducted electronic bidding education and training, and project bidding presentations. ◆ Held contractor training on industrial safety on a case-by-case basis. ◆ E-mail, telephone, and meeting communication. ◆ Established an open and smooth communication platform for tenants, suppliers and customers. ◆ Established an effective complaint and supervision mechanism 	<ul style="list-style-type: none"> ◆ Cooperated with central and local authorities in publicizing and explaining, reviewed and audited. ◆ Participated in meetings of the Real Estate Developers Association. ◆ E-mail and telephone communications

2.2 2030 ESG Sustainable Development Roadmap

Core Pacific Development, as an integrated real estate investment and development company, is committed to realizing the Company's Environmental, Social, and Governance (ESG) concerns and actions through its "2030 ESG Sustainable Development Roadmap", which covers five Materiality.

In order to ensure the comprehensiveness and legitimacy of sustainable development, the United Nations Sustainable Development Goals (UN SDGs) and the Global Real Estate Sustainability Board (GRESB) Standards are used as the basis for the formulation of the goals and objectives, and we hope to meaningfully respond to more UN SDGs in the future and continue to use the GRESB ratings to demonstrate and examine our Corporate Sustainability.

Core Pacific's 2030 ESG Sustainable Development Roadmap includes five themes: Win-win Enterprises, Economic Prosperity, Implementing Environment Protection, Mutually Beneficial Partnerships, and Thriving Communities. The five themes are mutually reinforcing and supportive, integrating environmental, social and governance issues into the Company's business strategy.

The blueprint divides the theme development process into three stages.

Stage 1: From 2021 to 2022 which is the building period of sustainability planning, inventory and policy formulation initiated by Core Pacific, and all of them were achieved;

Stage 2: From 2023 to 2024, the mid-term targets were met;

Stage 3: From 2025 to 2030, the long-term targets were met.

Core Pacific will periodically (one to two years) review the 2030 ESG Sustainable Development Roadmap, track its objectives, and update and adjust the Roadmap to cope with current regulatory requirements, sustainable development trends and carbon reduction technologies.

Win-win Enterprises

2023-2024 Targets

ESG Leadership

- ◆ Publish an ESG Sustainability Report every year to reveal annual results and growth goals.

Employee Participation

- ◆ Continue the implementation of ESG-related staff training programs
- ◆ Promote gender equality education within the organization to foster a culture of diversity and inclusion.

Safety, Health and Well-being

- ◆ Continuously monitor employee safety indicators, such as Lost Time Incident Ratio (LTIR) of the Company and its development projects, and develop improvement strategies to minimize injuries.
- ◆ Provide employee medical examinations yearly.

Win-win Enterprises

What has been achieved and how it was managed

ESG Leadership

- ◆ Completed the Core Pacific Development Sustainability White Paper in 2022, establishing the 2030 ESG Sustainable Development Strategy.
- ◆ Published the first Core Pacific Development ESG Sustainability Report in June 2023, documenting the company's annual results for 2022.
- ◆ Published the second Core Pacific Development ESG Sustainability Report in June 2024, revealing the 2023 results and growth targets.

Employee Participation

- ◆ Organized one ESG-related staff training course and two ESG activities, including the concept and application of the Global Sustainable Development Goals (SDGs), the current situation of ESG development in Taiwan and abroad, recycling and corporate social responsibility.
- ◆ Implemented an internal gender equality education activity to promote a culture of diversity and inclusion.

Safety, Health and Well-being

In 2023, Core Pacific Development had no employees suffering from occupational disasters or diseases.

2025-2030 Targets

ESG Leadership

- ◆ Deepen UNSDGs and study other international initiatives.
- ◆ Add completed projects in the operational phase to the GRESB performance rating.

Employee Participation

- ◆ Improve the employee satisfaction survey scores year by year
- ◆ Achieve a quality happy company by 2030 through the year-by-year optimization of employee participation and benefit programs.



Economic Prosperity

2023 - 2024 Targets

Green Economy

- ◆ Provide comprehensive employment opportunities in the development projects and create a healthy industrial ecosystem.

Risk Management

- ◆ Continue to renew the ISO certification and implement strict environmental management and quality management.
- ◆ Introduce the TCFD framework to establish a comprehensive mechanism to identify and respond to significant financial risks that may result from climate change, natural disasters and business transformation.

What has been achieved and how it is managed

Green Economy

- ◆ In 2023, we recruited talents through 104 Job Bank online and provided 174 interviews for diversified employment opportunities to create a healthy industrial ecosystem.

Risk Management

- ◆ Renewed the ISO 14001 certification in 2023, and continued to implement strict environmental management.
- ◆ Introduced the TCFD framework into the 2022-2023 Sustainability Reports, and established a complete mechanism to identify significant financial risks and countermeasures that may be caused by climate change, natural disasters, and corporate restructuring, with a completion rate of 100%.

2025 - 2030 Targets

Green Economy

- ◆ Let all development projects be well versed with ESG governance methods, providing bargaining power and resilience to trade in the green investment market.

Risk Management

- ◆ Continue to monitor the risks and the feasibility and effectiveness of countermeasures applied to projects.



Environmental Protection

2023 - 2024 Targets

Climate Action

- ◆ Set benchmark values for electricity intensity in development projects
- ◆ Take inventory of the Company's carbon emissions and set carbon reduction paths and targets.
- ◆ Study the feasibility of achieving carbon neutrality/zero net emissions from development project.

Environmental Friendliness

- ◆ Apply the whole building lifecycle sustainable management approach to maintain optimal operational performance of the properties managed by the Company.
- ◆ Create a database of building materials to exclude the use of environmentally polluted building materials in future development projects.

What has been achieved and how it is managed

Climate Action

- ◆ In 2023, the complete GHG inventory has not yet been taken, so emissions will be calculated based on electricity consumption for the time being. It is expected to complete the ISO 14064-1 organizational carbon inventory and set carbon reduction pathways and targets by 2024.
- ◆ Received the LEED pre-certification of Core Pacific Plaza Business Park in 2023.
- ◆ Joined the RE10x10 Green Power Initiative in 2023.
- ◆ Studied the feasibility of development projects to achieve carbon neutrality/zero net emissions by understanding the Low Carbon Building Rating System (LEBR) and Building Energy Efficiency Labels (BERS).

Environmental Friendliness

- ◆ Apply the whole building lifecycle sustainable management approach to maintain optimal operational performance of the properties managed by the Company.
- ◆ Create a database of building materials to exclude the use of environmentally polluted building materials in future development projects.

Environmental Protection

2025 - 2030 Targets

Climate Action

- ◆ Expand the use of feasibility analysis. In addition to the 5% solar energy installed on the site, provide renewable energy to tenants through the purchase of green power.
- ◆ Follow the carbon reduction pathway to achieve the carbon reduction target year by year.

Environmental Friendliness

- ◆ Achieve net-zero carbon building, and tenants move in to use renewable energy.



Mutually Beneficial Partnerships

2023 - 2024 Targets

Quality Management

- ◆ Pass the ISO 9001 quality management system certification.
- ◆ Regularly perform random inspections to check whether the products or services provided by suppliers of above a certain scale or comply with environmental and health standards.

Mutual Benefit and Prosperity

- ◆ Regularly perform random inspections on suppliers and contractors of above a certain scale.
- ◆ Gradually require new suppliers to sign the "Contractors' Code of Conduct": 90% completed in short term, 95% completed in mid-term and 100% completed in long term.

Multi-directional Communications

- ◆ Identify stakeholders (AA1000SES) and Materiality (GRI3).
- ◆ Establish partner satisfaction survey mechanism.

Mutually Beneficial Partnerships

What has been achieved and how it is managed

Quality Management

- ◆ Pass the ISO 9001 quality management system certification in 2023.
- ◆ In 2023, 20 suppliers were inspected randomly to confirm that their products or services comply with environmental and health standards, and the achievement rate was 100%.

Mutual Benefit and Prosperity

- ◆ In 2023, the ESG performance of 7 suppliers and contractors with contract value of \$100 million and contract duration of 8 months or more was inspected randomly, and the ESG performance of suppliers and contractors with 40 or more workers on site was reviewed, and the overall achievement rate was 100%.
- ◆ It is expected to sign the "Contractors' Code of Conduct" for new suppliers in 2024.

Multi-directional Communications

- ◆ Identify stakeholders (AA1000SES) and materiality (GRI3).
- ◆ Establish partner satisfaction survey mechanism.

2025 - 2030 Targets

Quality Management

- ◆ Continue to renew the ISO 9001 certification and strictly monitors the quality of products and services.

Mutual Benefit and Prosperity

- ◆ 100% of our partners pass the ISO 9001 quality management system certification.

Multi-directional Communications

- ◆ Increase opportunities to collaborate with direct suppliers, including material suppliers, to take the inventory of materials with embodied carbon emissions to facilitate Core Pacific to improve the quality of building lifecycle assessments and embodied carbon assessments during the construction stage.



Thriving Communities

2023 - 2024 Targets

Health and Well-being

- ◆ Regularly monitor the environment of operation items and the health and safety performance of personnel (such as drinking water, air quality, thermal comfort, mental health, etc.).

Community Development

- ◆ Provide tenants with convenient facilities and services for the operation.
- ◆ Plan ESG education programs to be promoted into the operation and the community.
- ◆ Establish a comprehensive community impact assessment process to enhance the effectiveness of community building.

What has been achieved and how it is managed

Health and Well-being

- ◆ Inspected the environment where the vendors come to the office and the construction site for the operation of the project and the health and safety performance of personnel of the project, including: drinking water, air quality, thermal comfort, mental health, etc. in 2023

Community Development

- ◆ Provide tenant with convenient facilities and services in the operation.
- ◆ Plan ESG education programs to be promoted into the operation and the community.
- ◆ Establish a comprehensive community impact assessment process to enhance the effectiveness of community building.



2.3 United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) are a set of sustainability goals for the period 2016-2030 released by the United Nations in 2015 to lead the world towards a better future for all. There are 17 UN SDGs, and the following are Core Pacific Development's responses to the UN SDGs under each of the five Materiality:

Win-win Enterprises

We believe in providing a healthy, equal and pleasant office environment and benefits to our employees through excellent leadership can enhance productivity and competitiveness to create a Gung Ho Enterprise:

	<p>3 Good Health and Social Welfare</p> <p>Pacific has implemented a number of programs related to the health and well-being of its users. These include preventing the spread of diseases within the Company, using non-hazardous building materials, creating a maternity-friendly workplace, providing compensation for work-related traffic accidents, and guaranteeing high-quality basic healthcare services. Core Pacific has also implemented corporate policies to promote Employee Benefits, take care of employees' mental health, and create a sound community environment to realize the goal of "Good Health and Social Welfare".</p>
	<p>4 Quality Education</p> <p>Core Pacific ensures that all colleagues in the workplace are equipped with the knowledge and skills necessary for sustainable development, including education for sustainable development, sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and nonviolence, global citizenship, respect for cultural diversity, and the contribution of culture to sustainable development.</p>
	<p>5 Gender Equality</p> <p>Core Pacific emphasizes gender equality in the workplace. This includes balancing the proportion of genders in the organization, closing up the gap of salaries between different genders, and ensuring the proportion of managerial positions held by women with publicly disclosed figures.</p>
	<p>8 Decent Work and Economic Growth</p> <p>Core Pacific is committed to providing a comprehensive welfare and compensation system that focuses on the physical, mental and spiritual well-being of our employees and their performance, so that they can enjoy decent work and a rich spiritual life, which indirectly contribute to the economic growth of the Company and the community.</p>
	<p>16 Peace, Justice and Sound Justice</p> <p>Core Pacific emphasizes efficiency and transparency in corporate governance. This includes internal organizational education and implementation of affirmative action, institutional prevention of corporate fraud and corruption, and the establishment of an effective reporting and monitoring mechanism with zero tolerance for any form of violence, discrimination, or corruption.</p>

Economic Prosperity

Economic Prosperity: We are committed to creating long-term value through our business and development projects to Economic Prosperity.

	<p>8 Decent Work and Economic Growth</p> <p>Core Pacific provides employment opportunities and ensure decent work for its employees in development projects, so as to allow Core Pacific to extend and expand the momentum of its economic growth.</p>
	<p>17 Partnerships for Promoting the Achievement of Goals</p> <p>It is Core Pacific's vision to grow alongside with its partners in economic development. Through strong contractual relationships, Core Pacific and its stakeholders create economic value through mutual benefit, assistance, trust, and oversight for sustainable growth.</p>

Environmental Protection

Environmental Protection: We emphasize and strive to minimize the impact of design, development, construction and building operations on the environment to protect the environment.

	<p>7 Affordable and Clean Energy</p> <p>In addition to maximizing the use of renewable energy, the design phase of the project also includes energy simulation to achieve more efficient energy utilization and enhanced functional verification during the construction and completion phases to ensure the operational quality of related equipment and systems. In addition, continuous optimization of energy efficiency is used to further reduce loads, control electrical equipment at maximum efficiency, and regularly monitor energy efficiency after occupants move in to ensure that the expected energy saving performance is achieved during the operation phase.</p>
	<p>12 Ensuring Sustainable Consumption and Production Modes</p> <p>Core Pacific is committed to being a development company with the highest standards, and is careful in the procurement and use of building materials and raw materials in the most environmentally and human-friendly way. We are organizing our projects towards a circular economy, including the collection and storage of recyclables, waste management programs, and the management of raw materials.</p>
	<p>13 Climate Action</p> <p>On the issue of climate change, Core Pacific continues to demonstrate its commitment to sustainability through action. Energy conservation, planting, drainage planning, and sustainable site design are all taken into account to address the unknown risks of climate change. In addition to building design and development, Core Pacific continues to promote employee education and awareness of climate change.</p>

Mutually Beneficial Partnerships

We are committed to creating long-term value through our business and development projects to promote economic prosperity:



12 Ensuring Sustainable Consumption and Production Modes

Core Pacific takes a high standard in reviewing the quality and sustainability of its products or services in our partnerships, establishing a good design and development management system to improve product quality and customer satisfaction; and also implementing ISO 14001 to build an integrated environmental management system, selecting low-pollution raw materials, and using more environmentally friendly production technologies to further achieve the goal of sustainable development.



17 Partnerships for Goal Achievement

Core Pacific looks for partners with the same philosophy in its business operations, including the requirement that suppliers and tenants share the same goals and actions for sustainable development. Therefore, design, development, and subsequent operations, including certifications, materials used, and on-site corporate policies, are continually promoted and monitored in order to fulfill the partnership expectations of this goal.

Environmental Protection

We emphasize and strive to minimize the impact of design, development, construction and building operations on the environment, Environmental Protection.



3 Good Health and Social Welfare

Core Pacific protects the health and well-being of the people around its developments. This includes improving air quality and water quality, improving lighting design, designing spaces for mobility, eliminating noise impacts, using non-hazardous building materials, and providing convenient facilities, community platforms, and participatory public spaces.



6 Clean Drinking Water and Sanitation Facilities

Low-impact development plan is formulated to minimize the impacts from different development stages on nearby water sources and the natural environment, so that the hydrological patterns in the base are close to the natural state before development, and the drainage and rainwater recycling systems can effectively prevent flooding, and the rainwater can be used for watering of plantings in the base. In addition, drinking water system management and regular water quality tests are carried out to ensure clean and fresh drinking water and the water quality of sanitary facilities.



9 Industry, Innovation and Infrastructure

The construction of a disaster-resistant infrastructure, including the introduction of seismic-resistance and the intelligent building labels, will lead to the sustainable development of peripheral industries and promote innovation within the industrial group.

Environmental Protection



11 Sustainable City/Town Planning

The relationship between the sustainable base and the community is a priority for Core Pacific. Not only does it provide a planting plan and landscape drainage plan around the development, but it also has stringent requirements for construction pollution prevention, stormwater management, heat island effect reduction, and site planning, as well as providing a free, perpetual right to use 1,138 square meters of registered property for the purposes of public service or public benefit. In addition, the land of Fu Sheng Park was adopted for 50 years, increasing the green space in the city and sharing the green space with the community.

3

Win-win Enterprises

- 3.1 Employee Participation
- 3.2 Remuneration System
- 3.3 Employee Education and Training
- 3.4 Human Rights Protection
- 3.5 Employee Benefits
- 3.6 Occupational Health Services
- 3.7 Occupational safety and health management system



Win-win Enterprises

Management Policy	Talent Retention		
Sustainability Guideline (Issue) Response	GRI 401,GRI 403,GRI 404	Stakeholders affected	Employees
Major Reasons	<p>As to a company, employees not only create values for the enterprise, but also require the enterprise to pay costs. If there is a surplus of human resources, the enterprise will have to pay unnecessary costs and carry a heavy burden; if there is a shortage of human resources, the enterprise will not be able to fulfill its production and operation tasks. Therefore, no matter whether there is a surplus or shortage of talent, it greatly affects the development of the enterprise. For a high turnover of talents, the company will consume resources quickly, and it is difficult to connect the work, which will easily cause the business unable to meet the expected progress, and the cost of personnel and time will be increased.</p> <ol style="list-style-type: none"> 1. Core Pacific Development is planning based on the principles of nurturing employees, creating a workplace environment that is conducive to the well-being of the Company, creating a stable retention rate, achieving the right fit, and ensuring salary competitiveness within the industry. 2. The growth path of employees is planned according to three stages of their career. <ol style="list-style-type: none"> (1) Stage 1: Satisfy basic needs and grow through learning. (2) Stage 2: Gain internal and external recognitions and find a clear career path. (3) Stage 3: Gain respect from enterprises and realize one's ideal in life. 		
Influences and Impacts	<ul style="list-style-type: none"> ◆ Potential positive impact on human/human Rights: Reasonable mobility of talents is also a kind of manpower revitalization. ◆ Potential positive impact on human/human rights: Maintaining a certain degree of internal mobility of talent, in addition to allowing internal staff to learn a more comprehensive function, the ability to improve, the development of potential, and the formation of a positive and enterprising atmosphere within the enterprise. ◆ Potential negative impact on human/human rights: Unreasonable mobility is a form of wastage. ◆ Potential negative impact on human/human Rights: If a company keeps losing talents to other companies, it is a waste of talents and a loss of company's resources that need to be avoided, which means that the company needs to do a good job in the internal talent development and management mechanism in order to turn the wastage into a reasonable flow, and to promote the company's growth with the power of talents. 		
Policy/Strategy	<ol style="list-style-type: none"> 1. Core Pacific Development's planning is based on the principles of nurturing employees, creating a workplace environment that is conducive to the well-being of the Company, creating a stable retention rate, achieving the right fit, and ensuring salary competitiveness within the industry. 2. The growth path of employees is planned according to three stages of their career. <ol style="list-style-type: none"> Stage 1: Satisfy basic needs and grow through learning Stage 2: Gain internal and external recognitions and find a clear career path. Stage 3: Gain respect from enterprises and realize one's ideal in life. 		

Goals and Objectives	<p>Short-term</p> <ol style="list-style-type: none"> 1. Organize key talent cultivation programs. 2. Organize employee basic competency enhancement courses and management competency development programs. 3. Establish a talent development mechanism (including freshman training). 4. Promote campus recruitment.
	<p>Mid-term</p> <ol style="list-style-type: none"> 1. Organize key talent cultivation programs. 2. Take functional gap inventory and establish a gap implementation mechanism. 3. Organize individual function development programs. 4. Plan supervisor management and leadership enhancement programs
	<p>Long-term</p> <ol style="list-style-type: none"> 1. Organize key talent cultivation programs. 2. Organize supervisor management programs. 3. Organize coaching leadership programs
Management Assessment Mechanism	<p>Core Pacific Development assigns staff to conduct interviews with resigned employees to understand their reasons for resignation, and conducts statistics and analysis on the reasons for resignation. In 2023, for example, "career planning" accounted for 58% of the largest resignation factors, which may be due to the fact that Core Pacific Development's remuneration and performance policies are not yet complete and cannot meet the expectations of employees. Therefore, the Company should strengthen the integrity and transparency of the remuneration and promotion system, and strengthen the centripetal force among employees through a variety of communication channels.</p> <ol style="list-style-type: none"> 1. Set the annual recruitment rate and turnover rate, and review them regularly as a reference for future recruitment or turnover of employees. 2. Set the training rate, require employees to complete a certain number of hours of education and training courses each year, which are linked to the annual KPI.
Performance and Adjustment	<ol style="list-style-type: none"> 1. When recruiting talents, we will go through several levels of interviews and communicate with interviewees to ensure that both parties reach a consensus on their expectations, so as to minimize the occurrence of cases that do not meet the expectations of the employees after they join the Company. 2. When an employee leaves the company, a person will understand the reason for his/her resignation (confidentiality) and keep a record of it. If there are any issues related to the Company's policies or culture that do not meet the expectations of the employees, they will be brought up in the next departmental meeting, and we will make our best efforts to improve the situation. 3. Monthly education and training programs are held to enhance the training rate of employees through diversified topics and to cultivate their professional knowledge in various Aspects.
Preventive Mechanisms and Remedies	<ol style="list-style-type: none"> 1. Improve salary competitiveness 2. Create a friendly workplace environment and enhance employee cohesion. 3. Avoid internal conflicts and rivalries in the Company 4. Establish a fair and transparent evaluation mechanism (supervisors can evaluate their subordinates, and subordinates can also evaluate their supervisors) 5. Formulate reasonable company regulations and replace the rule of man with the rule of law. 6. Emphasize employee development and encourage innovation, teamwork and corporate culture.

3.1 Employee Participation

Employees are the company's valuable assets, in order to provide employees with a safe, healthy and comfortable working environment and cultural atmosphere, Core Pacific Development has formulated the policy, "Employee Participation and Well-being", to build two-way communications between the Company and its employees, and strive to create a happy prosperous workplace environment, not only creating a stable retention rate, but also delivering a positive atmosphere combined with quality service to our customers. To care about the working condition of employees and promote interaction with them, the Employee Participation Program includes.

- Participating in regular meetings: Employees will have regular weekly work meetings and monthly all-hands mobilization meetings.
- Reviewing employee inclusiveness and diversity, and establishing the employee participation program and effective channels for complaints and supervision.
- Conducting employee satisfaction surveys and providing improvement plans based on survey results.
- Planning the average number of hours of training per employee for each year.

With regard to the Company's workforce, the number of employees and non-employees of the Company were counted at the end of the reporting period. The number of non-employee workers, which are non-corporate employees, including dispatchers and outsourced workers, totaled 15,600 in 2023. Compared with the number of non-employee workers in 2022, the number of non-employee workers fluctuated significantly due to the fact that there were on-site construction projects in the current fiscal year. The Company does not employ disadvantaged workers because it is not possible to find such workers. The ratio of local residents employed as senior management is 100%.

Statistics on Employee and Non-Employee Workers

		No. of Employees				
District/Type		Female	Male	Others (Note 1)	Not Disclosed (Note 2)	Total
Taiwan	No. of Employees	19	30	0	0	49
	No. of Full-time Employees	19	30	0	0	49
	No. of Part-time Employees	0	0	0	0	0

Notes:

1. Gender is self-identified by employees.
2. Employees do not disclose their gender.
3. "Domestic" refers to Taiwan; "Foreign" refers to areas outside Taiwan (e.g., the United States, Vietnam, etc.).
4. Employee: An individual who has a labor-employment relationship with an organization in accordance with national law or its applicable requirements (in Taiwan, an employee who is covered by a labor insurance policy).
5. Regular: Individuals who have signed an indefinite contract.
6. Temporary: Individuals who have signed a fixed-term contract.
7. Non-hourly guarantee: An employee who is not guaranteed with a minimum or fixed number of hours of work per day, week, or month, but who may be required to be available for work upon request.
8. Full-Time: Individuals who are subject to the definition of working hours under the Labor Standards Act, which in Taiwan is limited to 8 hours per day and 40 hours per week.
9. Part-time: Employees other than full-time employees.
10. The calculation of this table is based on the number of people/full-time equivalent method.

Information on the Company's Non-employee Workers			
Type of Workers	Contractual Relationship with the Company	No. of Workers in 2022 man-times	No. of Workers in 2023 man-times
Security guard, dispatch personnel, janitor, demolition workers, steel workers, formwork workers, concrete pourers, plumbers and electrical workers	Contract	730	730
Structural technician, rebar splicer, rebar planter, stakeout worker, mud worker	Appointment	314	628
Construction	Appointment	2,240	4,489
Electrical and Mechanical Personnel	Contract	72	144
Safety Fence	Contract	360	24
Well Driller	Contract	0	20
Security personnel	Appointment	234	234
Janitor	Contract	624	3,551
Pre-base pile	Contract	0	176
Earthworkers	Contract	0	22
Safety Observer	Contract	52	104
Stakeout Worker	Contract	36	123
Mold Board Worker	Contract	108	2,986
Rebar Tie Worker	Contract	1,360	3,532
Rebar Connector Installer	Contract	108	147
Steel Structure Assembler	Contract	0	1,427
Concrete Pourers	Contract	728	868
Floor Polisher	Contract	0	40
Scaffold Erector	Contract	72	144
Reinforcement Planting Worker	Contract	60	1,609
Rocksmith	Contract	52	589
Waterproofer	Contract	0	27
Plumbers and electricians	Contract	120	834
Supervisor	Contract	0	13
Total		7,270	22,461

Note: Two security personnel per day * 365 days = 730 man-times, filled in based on the on-site work schedule

Number of Supervisors and Non-supervisors

Composition of Staff in the Past Two Years				
Year			2022	2023
Item/Gender		Age	No. of People	No. of People
Senior Executive	Male	Below 30	0	0
		30-50	9	7
		51 or Above	6	9
	Female	Below 30	0	0
		30-50	2	3
		51 or Above	1	0
Total No. of Senior Executives			18	19
Non-Managerial Staff	Male	Below 30	2	3
		30-50	7	9
		51 or Above	0	2
	Female	Below 30	4	2
		30-50	15	13
		51 or Above	0	1
Total No. of Non-Managerial Staffs			28	30
Total No. of Full-time Employees			46	49

Note: Those having a title above assistant manager are defined as senior executive (such as managers, associate managers, vice presidents, president and CEO).

Statistics on the Number of New Employees

Employees are the foundation of a company. The following table shows the statistics of new employees and resigned employees of Core Pacific Development during the reporting period. Employees are one of the major stakeholders of Core Pacific Development, and the management approach of “high turnover” is highlighted in the identification of materiality. In response to the high turnover rate, the Human Resources Department of Core Pacific Development has been working to understand the reasons for the high turnover rate and exploring ways to address the issue. Through the understanding of the current situation, Core Pacific Development can make appropriate improvements to its recruiting methods, so that Core Pacific Development will no longer miss any right people.

In 2023, Core Pacific recruited 71 employees, and the number of resignations in the same year was 54 (including those who joined the Company in 2021 and 2022), with a resignation rate of 76%. The reasons for resignation were analyzed as follows: 40.7% for career planning, 13% for family reasons, 9.3% for transfer to related companies, and the rest were due to personal health factors, further education, inability to adapt to the Company's policies or management style, severance, and others.

It can be seen that Core Pacific's high turnover rate may be related to the fact that Core Pacific does not yet have complete policies, regulations and systems. Therefore, the Company will continue to formulate thorough regulations and systems, and strengthen the arrangement for education and training, such as: Key Talent Cultivation Program, Employee Basic Competency Enhancement Courses, and Management Competency Formation Program, and to establish a mechanism for cultivating and developing human resources, including the cultivation of freshmen. By enhancing the soft power of our colleagues, it can become a permanent force to ensure the competitiveness of our colleagues in all workplaces and provide a reassuring and friendly workplace environment. At the same time, the Company will also emphasize on strengthening the selection strategy when recruiting talents and promoting the campus recruitment channel in order to find excellent talents who share the same vision as Core Pacific and are willing to move forward together!

Statistical Table of Newly hired Rate in the Past Three Years

Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age\Item	No. of People	Newly hired Rate (%)	No. of People	Newly hired Rate (%)	No. of People	Newly hired Rate (%)	No. of People	Newly hired Rate (%)	No. of People	Newly hired Rate (%)	No. of People	Newly hired Rate (%)
Over 30	0	0.000	2	7.410	4	8.700	2	4.350	5	10.200	3	6.120
30-50	14	51.850	10	37.040	36	78.260	18	39.130	10	20.410	13	26.530
51 or above	7	25.930	0	0.000	10	21.740	2	4.350	6	12.240	2	4.080
Total No. of New Employees	33				72				39			
Total No. of Employee	27				46				49			
Total Newly hired Rate (%)	122.22				156.52				79.59			

Notes:

1. The number of newly hired employees does not exclude those who resigned in the middle of the year.
2. Newly hired rate of male (female) employees of the age group = number of newly hired male (female) employees of the age group / total number of employees at the operating sites by the end of the year.
3. Total hiring rate of the newly hired employees = number of newly hired employees of the year / total number of employees at the operating locations by the end of the year.

Statistics on the Number of Resigned Employees

Statistics on Employee Turnover Rate in the Past Three Years												
Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age\Item	No. of people	Turnover Rate (%)	No. of people	Turnover Rate (%)	No. of people	Turnover Rate (%)	No. of people	Turnover Rate (%)	No. of people	Turnover Rate (%)	No. of people	Turnover Rate (%)
Below 30	0	0.000	1	3.700	2	4.350	1	2.170	4	8.160	4	8.160
30-50	13	48.150	7	25.930	29	63.040	9	28.260	9	18.370	15	30.610
51 or above	2	7.410	0	0.000	10	21.740	2	4.350	2	4.080	2	4.080
Total No. of Resigned Employees	23				53				36			
Total No. of Employees	27				46				49			
Total Turnover Rate (%)	85.19				115.22				73.47			

Note:

- Reasons for resignation from the Company include: career planning, family care, transfer to a related company, personal health, education, inability to adapt to company policies or management style, severance, etc.
- Turnover rate of male (female) employees in the age group = number of male (female) employees in the age group who left the company in the current year/total number of employees at the operating sites by the end of the current year.
- Total hiring rate of resigned employees = number of resigned employees of the year/total number of employees at the operating sites by the end of the year.

3.2 Remuneration System

Core Pacific is in compliance with the rules and regulations of the Remuneration Committee of China Petrochemical Development Corporation, the parent company of Core Pacific, which was last amended on December 30, 2020, According to the "Operations of the Remuneration Committee" document of the parent company, China Petrochemical Development Corporation has three members on the Remuneration Committee, and the term of office of the fifth Remuneration Committee is from July 2, 2021 to July 1, 2024 (the same as the term of office of the 22nd Board of Directors). In 2023, the Remuneration Committee held a total of 4 meetings, and the attendance statistics are as follows.

Title	Name	Actual Attendance	Attendance by Proxy	Actual Attendance Rate (%)
Convener	Chu, Yun-Peng	4	0	100
Committee Member	Chen, Song-Yong	4	0	100
Committee Member	Pan, Wen-Yen	4	0	100

According to Article 4 of the "Rules and Regulations Governing the Organization of the Remuneration Committee", the function of the Remuneration Committee is to evaluate, in a professional and objective manner, the Company's remuneration policy and system for directors and managers, and to make recommendations to the board of directors for its decision-making. In accordance with Article 6, the Remuneration Committee shall faithfully perform the following duties as a good manager and submit its recommendations to the board of directors for discussion.

- Periodically review and propose amendments to these rules and regulations.
- Establish and periodically review the performance assessment standards for directors and managers, annual and long-term performance goals, and the remuneration policies, systems, standards and structures, and disclose the contents of the performance assessment standards in the annual report.
- Assess the performance of directors and managers on a regular basis, and determine the content and amount of their individual remuneration based on the assessment results obtained according to the performance assessment standards.

In performing the foregoing duties, the Remuneration Committee shall follow the principles below.

1. Ensure that the Company's salary and remuneration arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talent.
2. The performance assessment and remuneration of directors and managers shall be based on the industry norms and shall take into account the relationship between the individual's performance, time commitment, responsibilities, achievement of personal goals, performance in other positions, the salary and remuneration offered by the Company to the same position in recent years, as well as the achievement of the Company's short-term and long-term business goals, the Company's financial situation, and so on. The Company shall also evaluate the reasonableness of the relationship between individual performance and the Company's operating results and future risks in light of the Company's short-term and long-term business goals, the Company's financial condition, etc.
3. Directors and managers shall not be induced to engage in behavior that exceeds the Company's risk appetite in pursuit of remuneration.
4. The proportion of remuneration to be paid to directors and senior managers for short-term performance and the timing of payment of part of the variable remuneration shall be determined in consideration of the characteristics of the industry and the nature of the Company's business.
5. The content and amount of the remuneration for directors and managers shall be determined based on the reasonableness of the remuneration. The remuneration for directors and managers shall not be determined in a manner that is materially inconsistent with the financial performance, and in the event of a significant decline in profit or long-term loss, the remuneration shall not be higher than that of the previous year.
6. The members of the Remuneration Committee shall not participate in the discussion or vote on the decision of their own remuneration. The remuneration referred to in the preceding two subparagraphs includes cash remuneration, stock dividends, retirement or termination benefits, allowances, and other material incentives, the scope of which shall be consistent with the standards for the disclosure of information in annual reports of publicly listed companies regarding the remuneration of directors and managers.

If the remuneration of directors and managers of the Company's subsidiaries is subject to the approval of the Company's Board of Directors in accordance with the hierarchical decision-making process of the subsidiaries, the Company's Remuneration Committee shall make a recommendation before submitting it to the board of directors for discussion.

In accordance with Article 9 on the method of resolution of the Remuneration Committee, at least one-half of all members of the Remuneration Committee shall be present in person at a meeting of the Remuneration Committee and one-half of all members of the Remuneration Committee shall vote in favor of the resolution. Voting shall be deemed to be approved if the Chairman of the Committee solicits no objection, and shall have the same effect as voting by poll. The result of the vote shall be reported and recorded at the meeting. All members of the board of directors shall be counted as if they were actually in office for the purposes of these bylaws. Directors and managers shall not be induced to engage in behavior that exceeds the Company's risk appetite in pursuit of remuneration. Regarding the avoidance of conflict of interest, according to Article 9.1, the Remuneration Committee shall state at the meeting that the member shall not participate in the discussion or vote on any matter related to the remuneration of the member if it is detrimental to the Company's interest, and shall refrain from discussing or voting on such matter and shall not represent any other member of the Committee in the exercise of his/her right to vote.

Remuneration Ratio		
Country/ District	The ratio of the annual total remuneration of the Company's highest-paid individual to the median annual total remuneration of employees (excluding the highest-paid individual)	The increase ratio of the annual total remuneration of the company's highest-paid individual to the annual total remuneration of employees (excluding the highest-paid individual)
Taiwan	19.310	1.780

Note:

1. The Chairman of the board of directors is not considered the highest paid individual, unless he also serves as the President/CEO.
2. Formula for calculating annual median salary ratio: The annual salary of the individual with the highest annual salary in that year/the annual salary of the individual with the median annual salary in that year.
3. Formula for calculating the annual salary increase rate: The annual salary increase percentage of the individual with the highest annual salary in that year/the annual salary increase percentage of the individual with the median annual salary in that year.

Employee Remuneration

Core Pacific Development's "Employee Structure and Remuneration System" stipulates that the recruitment and hiring of employees is based on the principles of fairness, transparency, and integrity, and is in compliance with governmental laws and regulations and the Company's hiring rules and regulations for the purpose of labor relations, and is committed to evaluating and selecting new employees on the basis of their abilities, experience, and professional skills, and will not discriminate against them or offer them differential pay based on other factors. The ESG report for the year will disclose statistics on employee structure and remuneration system.

Core Pacific's remuneration policy is based on fixed salary, variable salary (gifts, holidays), severance pay, and pension as stipulated by the Labor Standards Act. At the same time, Core Pacific's remuneration policy is appropriately integrated with the relevant economic, environmental, and people impact objectives of the organization through the "ESG Performance Assessment System"; and the remuneration decision process is in accordance with the parent company's rules and regulations.

Based on the national minimum salary of NT\$26,400 for employees as of December 31, 2023, Core Pacific's standard salary for male employees is NT\$42,000, with a calculated salary ratio of 1.59, while the standard salary for female employees is NT\$38,000, with a calculated salary ratio of 1.43. Because the Company is a member of the construction industry, there are more men than women working in this industry, and the ratio of male executives in Core Pacific Development is higher than that of female executives, therefore, there is a difference in the ratio of basic salary between men and women. In other words, the minimum salary offered by Core Pacific Development is higher than the national minimum salary standard, which makes our salary competitive.

Core Pacific not only provides a better basic salary, but also evaluates the performance and ability of employees at all levels in a fair and equal manner, and provides employees with fair and competitive remuneration. Core Pacific has fewer women than men in the organization, so the salary ratio of women is lower than that of men. In the future, Core Pacific will actively recruit and train female employees for middle and senior management positions.

Employee Remuneration Statistical Table

Remuneration Ratio by Job Category	No. of People		Total Annual Remuneration (NT\$)		Remuneration Ratio	
	Female	Male	Female	Male	Female	Male
Managerial Personnel	3	18	2,808,000	21,348,000	1.00	1.23
Non-managerial Personnel	16	12	9,696,000	7,566,000	1.00	1.07
Direct Personnel	19	30	12,504,000	28,914,000	1.00	1.46

Notes:

1. The ratio of women's pay to men's pay (annual salary ratio): "average annual salary of men in the category/average annual salary of women in the category".
2. If there is a large difference in the basic salary ratio between women and men, please explain the reasons.

3.3 Employee Education and Training

In order to cultivate the interest of colleagues and increase their professional knowledge and skills, Core Pacific Development not only encourages colleagues to actively participate in various physical or online courses, seminars, presentations, etc., in 2023, the Company also invited internal and external professional lecturers of different disciplines to organize at least one internal training course every month, the topics of which include: the exploration of the building code, the introduction of the system and the application of a diverse range of oriented courses, legal topics, ESG concepts and applications, as well as net-zero trends and responses, and other diversified courses. For new recruits, a 4-hour orientation training is provided, which includes company rules and regulations, workplace familiarization, and safety and hygiene practices, so that new recruits can be integrated into the Core Pacific Development team as soon as possible. By arranging different types of education and training, we increase internal vertical communication and horizontal linkages, support the development of potential talents and innovation, and ensure a fair and competitive workplace environment for our colleagues, in the hope of cultivating talented and professional employees. In 2023, Core Pacific organized 12 training sessions, totaling 26 hours, with 436 participants and an average of 16.77 hours of training per employee.

Employee Training Statistics Table									
Item/Category		Managerial Personnel		Non-managerial Personnel		Direct Personnel		Indirect Personnel	
Unit/Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total No. of People	Persons	16	3	14	16	-	-	30	19
Total Training Hours	Hour	210.00	40.00	162.00	228.00	-	-	372	268
Average Training Hours	Hour/person	13.13	13.33	11.57	14.25	-	-	12.40	14.11
Training Fees	\$	0	0	0	0	-	-	0	0

Notes:

1. (Total number of managerial employees + Total number of non-managerial employees) = Total number of employees at operating sites.
2. (Total number of direct employees + Total number of indirect employees) = Total number of employees at operating sites.
3. If there is a large difference in the average number of training hours between females and males, please explain why.

Education and training topics	Number of people attending class
Circular Economy, Environmental Protection and Public Welfare	45
Overview of Electric Vehicles and Charging Piles	23
How Property Management Maximizes Asset Value	28
17 Aspects of Sustainable Development Goals (SDGs)	34
12 Tips for Career Success	37
Overcome Burnout, Reset to Zero, and Start Over Again	38
Rights and Gender in Law	44
Fire Drill	19
Overview of the Equity Title Ordinance	43
Overview of Top-Down Construction and Safety and Health Facility	44
Information Security Protection	43
Exploring Common Legal Disputes in Engineering Projects	38
Total	436

Education and training records



The Company encourages its employees to take the initiative to obtain all kinds of professional licenses or take the examination, to increase the professional knowledge in the field of business and construction, and to enhance the competitiveness of colleagues and the Company. The relevant licenses and professionalism are described as follows

List of Licenses Obtained (number of people)			
Category	Business Category	2022	2023
Business Category	Public Works Quality Control Engineer (Civil Works Section)	5	4
	Construction Site Director	3	4
	Class A Labor Safety and Health Business Manager (A)	3	7
	Class B Technician in Occupational Safety and Health Management	2	1
	Formwork Support Operations Supervisor	2	0
	Earth Retaining Support Operations Supervisor	2	1
	Class C Architectural Drafting Technician	2	1
	Class B Construction Project Manager	1	0
	Steel Structure Assembly Operations Supervisor	1	0
Subtotal		21	18
Electrical and Mechanical Category	Fire Manager	2	1
	Public Works Quality Control Engineer (Electrical and Mechanical Section)	1	2
	Class C Refrigeration and Air Conditioning Technician	1	1
Subtotal		4	4
Real Estate Category	Building Renewing Promoter	5	0
	Real Estate Agent	2	0
	Land Administration Agent	1	0
Subtotal		8	0
Others	Construction Safety Assessor	0	1
Total		33	23

In addition, the Company also provides in-house instructor training and encouragement: "Talent" is one of the key strategies to strengthen our competitiveness, and through the sharing of personal knowledge and experience, we are able to rapidly utilize the wisdom of inheritance to create value within the Company. In order to ensure the long-term stability of the Company and the willingness of employees to continue to contribute to the transfer of knowledge, Core Pacific Development uses internal supervisors as instructors in the monthly training programs. The internal instructors are used to transfer knowledge to the Company and are trained to be future supervisors, and are used as an important reference for

performance assessment purposes. In addition to expanding knowledge within the Company and transferring the knowledge effectively, "Corporate Lecturer" also enhances individuals' ability and sense of self-worth in the workplace.

Regarding the performance assessment of the employees, based on the year-end assessment for the year 2023, the assessment targets are the employees who have passed the probationary period before 2023/12/01, and the number of employees is 41, and those who are still in the probationary period are not required to undergo the performance assessment, so the percentage of the employees who are qualified to undergo the assessment reaches 100%.

Assessment Statistics Table				
Item	Managerial Personnel	Non- Managerial Personnel	Direct Personnel	Indirect Personnel
Proportion of male employees assessed	100	100	-	1
Proportion of female employees assessed	100	100	-	1

3.4 Human Rights Protection

Core Pacific believes that creating a work environment that fully protects human rights is inseparable from the sustainable operation of an enterprise. Therefore, Core Pacific actively promotes corporate social responsibility in accordance with the Human Rights Policy of China Petrochemical Development Corporation, which is based on the International Bill of Human Rights and the Ten Principles of the United Nations Global Compact. Therefore, China Petrochemical Development Corporation actively promotes corporate social responsibility in accordance with the "China Petrochemical Development Corporation Human Rights Policy", which was established in accordance with the International Bill of Human Rights, the Ten Principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the Declaration of the Fundamental Principles and Rights at Work of the International Labor Organization, and other international human rights treaties. This human rights policy is readily available for download on the website of our parent company (<https://reurl.cc/qLm11q>) and can be found in the "Social Issues and Control Methods" section. According to the policy, human rights in the workplace must be respected, employees should be treated equally regardless of gender, and any form of

discrimination, harassment, unreasonable treatment, and violation of sexual harassment laws are prohibited. In order to avoid public-private conflict that may harm employees and the Company, we have adopted a zero-tolerance policy on sexual harassment in the workplace, and to ensure that we provide a safe and equal working environment for our employees, so that they can give full play to their strengths and work together with the Company to move forward. In order to protect gender equality at work, eliminate discrimination and prevent discriminatory incidents, the Company promotes gender equality at work and prohibits any discriminatory and intimidating behaviors in internal training, as well as posting sexual harassment prevention bulletins and announcing the relevant reporting channels at all locations. In 2023, there were no incidents of discrimination in the Company. If there is any similar case, we will not only find out the truth and penalize the related personnel, but also strengthen the related education and training for all employees.

In order to promote colleagues' understanding of the policies and core concepts, the Company regularly publicizes the relevant policies and takes appropriate preventive, corrective, treatment and disciplinary measures. In the event of any violation of the policy or other related behaviors, please file a complaint with the Management Department.

Unit: Management Department, Human Resources and Administration Division Address: B1, No. 12, Dongxing Rd., Songshan Dist., Taipei City
Tel.: 02-8787-6999#9001
Email: yunhsitu@dydc.com.tw

In the process of land development, it is easy to cause negative impacts on the local environment and the surrounding communities. Core Pacific Development is committed to making economic, environmental, and social contributions by adhering to the spiritual concepts of "prevention is better than cure" and "upholding the concept of sustainable management". Before carrying out land development, Core Pacific Development will do its best to minimize the negative impacts of various assessments. Therefore, Core Pacific Development will carry out prudent land and environmental assessments and analyses before carrying out land development, and during the construction process, it will also carry out regular or irregular inspections of different items (such as noise, land, waste, construction environment, etc.) to ensure that the hazards caused to the surrounding areas will be minimized.

In addition, Core Pacific conducts an annual "Contractor ESG Code of Conduct Audit

Questionnaire" for large contractors, which specifies that contractors should, at a minimum, comply with the following codes of conduct, including the need to comply with laws and business ethics, minimize environmental impacts, prohibit child labor, eliminate all forms of forced labor, refrain from endangering the basic rights of workers, provide reasonable wages and hours of work, and provide a healthy and safe workplace, basic welfare and human rights. The Company has not yet established an internal control system, and it is expected that an internal audit and internal control system will be established by 2024. Relevant contact information is as follows

Contact Windows

Unit: Audit Office

Address: B1, No. 12, Dongxing Rd., Songshan Dist., Taipei City

Tel.: 02-8787-6999#1602

Email: wenlinchen@dydc.com.tw

Unit: Human Resources Team of Management Department

Address: B1, No. 12, Dongxing Rd., Songshan Dist., Taipei City

Tel.: 02-8787-6999#9001~9007

Email: dy40610@dydc.com.tw

Core Pacific Development protects the legitimate rights and interests of its employees by adhering to government labor laws and regulations and by taking into account internationally recognized basic labor and human rights principles, including the United Nations Guiding Principles on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, and work rules and regulations.

The Company complies with labor and employment laws and international standards and regulations, attaches great importance to labor rights, occupational safety and health, and is committed to maintaining a good, safe and healthy working environment, and strictly prohibits any visible or invisible sexual harassment and discrimination in the workplace, including race, religion, color, nationality, gender, freedom of association, privacy, prohibition of forced labor, prohibition of child labor, and any wrongful hiring. The Company attaches great importance to harmonious labor-management relations, and neither the Company nor its suppliers will force employees to work overtime. Every year, we ask our suppliers to fill out the "Contractor ESG Code of Conduct Audit Questionnaire" to ensure that there is no child labor used by contractors or suppliers. If any contractor or supplier is found to have used child labor,

the contract will be immediately terminated and such contractor or supplier will be put on a blacklist permanently.

In order to ensure the protection of employees' rights and interests at work, the Company complies with the Labor Standards Act. If the Company undergoes a significant change in its operations or has to terminate the labor relations with its employees, the labor contract signed with the employees will be terminated in accordance with the government regulations, and the notice period will be in accordance with the provisions as given in the following paragraphs.

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

In accordance with Article 12 of the Labor Standards Act, the employer shall not terminate the contract without notice.

The Company has not established a labor union, but the rights and interests of our employees are protected by labor-related laws and regulations.

The Company prohibits any form of forced or compulsory labor, and requires suppliers to comply with the Code of Conduct, and conducts annual audits of the ESG Code of Conduct for contractors to confirm supplier compliance. For internal employees, supervisors are required to keep track of the attendance status through the leave system and card records to help employees adjust their work and life pace and prevent forced labor. In case of overtime work, employees can apply on the internal system in advance, and then they can arrange for day-off adjustment or overtime pay. Afterwards, the Human Resources Department will also assign staff to care about the reasons for overtime work, whether it is because the workload is beyond the scope of manpower or for other reasons, and will be ready to assist employees to redeploy or coordinate with the department head for the distribution of work.

If forced labor is found in the supply chain, the Company will take the following measures to improve the situation.

1. The Company must investigate the problems and causes of forced labor.

2. Communicate with the management of the supplier and collect relevant information.
3. When the Company confirms that the supplier is involved in the improper employment of workers in human trafficking, slavery, or any type of forced labor, the Company shall cooperate with expert organizations and competent authorities to ensure the safety of the workers and to obtain financial assistance.
4. The Company's Sustainability Department Head shall immediately notify the top management of the relevant business unit and discuss measures to deal with the situation.
5. The Company has signed procurement contracts or cooperation contracts that include a clause on the joint promotion of corporate social responsibility, which includes the workers' rights to freedom of association or group negotiation, and in the event of a violation that has a significant impact on society, the Company may terminate or cancel the contract at any time by giving written notice to prohibit the existence of the risk of forced labor.

Major changes in the Company's operations or matters that may affect the rights and interests of employees will be discussed through diverse and transparent communication channels, such as the monthly all-mobilization meeting or the weekly meeting. If there is any change in operation that may affect employees, we will notify employees in advance in accordance with the law to ensure the rights and interests of both employers and employees and to enhance the relationship of mutual trust and reciprocity, thus establishing smooth communications and an employee-friendly workplace.

3.5 Employee Benefits

Core Pacific Development not only emphasizes on talent cultivation and health and safety, but also pays close attention to the quality of life and physical and mental health of employees outside of work. Core Pacific Development has planned several employee benefits and activities in the hope that all employees can achieve a "work-life balance", and create a friendly and happy workplace environment through a rich and diversified range of programs. The Company's retirement plan is based on the Labor Standards Act and the Labor Pension Act. Priority will be given to retired employees who wish to return to the workplace after retirement.

In order to show that the Company attaches great importance to the welfare of its

employees, Core Pacific Development Employee Benefit Plan was adopted in 2023, and the related benefits include: three festivals' cash gifts/gifts, Labor Day gift, birthday gift, wedding gift, maternity gift, public injury hospitalization consolation money, hospitalization consolation money, widow's pension, employee birthday party, employee travel benefit, year-end party, employee health check, monthly employee welfare day (massage), and life insurance, medical insurance and disability insurance, and parental leave. No employees took parental leave during the reporting period. In 2023, the Employee Benefits expenditure was NT\$827,900. In addition, in accordance with the epidemic prevention policy, the expenditure for purchasing alcohol, quick sieve, masks, and other epidemic prevention equipment to ensure the health of the employees and to prevent the confirmation of the diagnosis of the employees was NT\$79,890.

Item	Welfare Item	Benefit/Person (NTD)	2023 Actual Expense Amount (NTD)
1	Cash gifts for the Spring Festival, Dragon Boat Festival and Mid-Autumn Festival	3,000	292,100
	Gifts for the Spring Festival, Dragon Boat Festival and Mid-Autumn Festival	600	90,000
2	Cash gifts for Labor Day	1,000	30,600
3	Cash gifts for birthday	1,600	60,800
4	Cash gifts for wedding	3,000	0
5	Cash gifts for maternity	3,600	0
6	Solatium payment for hospitalization due to work injury	4,000	0
	Consolation payment for hospitalization	3,200	0
	Consolation payment for death	20,000	0
7	Colleagues birthday party	200	60,400
8	Colleagues traveling fund	3,000	144,000
9	Year-end party fund	5,000	150,000
Total			827,900

3.6 Occupational Health Services

Colleagues are the Company's greatest asset. Only by providing a healthy and friendly workplace can we protect the physical and mental health of our colleagues. Therefore, Core Pacific conducts regular health examinations every year. As long as those who

meet the qualifications (passed the probation period in the previous year) can participate, and different health check-up amounts are provided according to job levels, and colleagues are also encouraged to consider their own conditions to increase health check-up items at their own expense. The Company plans a complete health check-up every year and regularly tracks the health status of employees. In addition to the health care of office colleagues, construction site management is carried out in accordance with the law. Safety and health management standards, occupational safety and health management codes have been formulated, and safety and health management personnel have been assigned to care for on-site personnel, all employees and workers under control, such as: security, cleaning staff, construction workers and other contractors, outsourcing business. Core Pacific has 33 people who are eligible for health examination in 2023, and 33 people actually participated in the health examination, with a health examination rate of 100%. No special health examination was conducted during the reporting period.

Summary Statistical Table of the Number and Cost for Employee Health Examination	
General Health Examination	
Examination Items	General examination, visual acuity and intraocular pressure examination, fundus photography examination, hearing, routine urine examination, colorectal cancer examination, routine blood examination, blood sugar test, liver and gallbladder function test, myocardial function test, renal function test, uric acid (gout) test, blood test Fat test, hepatitis B screening, hepatitis C antibody, etc.
No. of people examined (No. of person)	33
Examination Fees (dollars in thousands)	189

3.7 Occupational safety and health management system

As a construction developer, Core Pacific not only protects the safety and health of its employees, but also attaches great importance to the safety of development project sites. Although the Company has not formulated an ISO 45001 system, we have formulated the "Occupational Safety and Health Work Methods for Public Works Stations", which is in line with construction contractors work together to set the goal of "zero disasters" and "zero accidents" on the construction site. This operation method clearly stipulates the management rights and responsibilities of the construction site and explains the process, which is applicable to Core Pacific Development and its projects. During this reporting period, no occupational accidents or diseases occurred.

In order to achieve zero disaster and prevention of hazards at construction sites, and to ensure the life and health of construction workers, Core Pacific has implemented various Occupational safety and health management systems and self-inspections. Before construction work is carried out at a construction site, the license qualifications of the relevant safety and health personnel should be confirmed, and safety and health education and training should be planned and carried out for newcomers, in-service workers, and workers prior to any change in operations to ensure that they are fully aware of the safety and health status of the operations and the potential hazards of the risk before they begin to work. Core Pacific has developed a "Workplace Occupational Safety and Health Handbook", which emphasizes on preventive training, and sets out different training contents and standards according to different job positions.

With regard to the management of construction sites, the Company adopts the "Workplace Occupational Safety and Health Handbook" to manage the process of hazard identification, risk assessment and accident investigation. The contents of the Handbook include

1. Allocation of Management Authority and Responsibility

- (1) The highest management level of the construction site shall be the director of safety and health of the project under his/her jurisdiction, and shall direct, supervise, manage, and execute the safety and health work.
- (2) The duties of occupational safety and health management personnel shall formulate occupational safety and health management plans and implement them in practice.
- (3) Duties of field engineers shall understand the configuration and control of the site and use the equipment safely.
- (4) Responsibilities of operation supervisors shall confirm the operation time and method of each work project and operate safely according to schedule.

2. Hazard Assessment

- (1) Preparation and approval of hazardous operation assessment plan: Complete the application and examination procedures with local authorities in accordance with the "Regulations on the Examination and Inspection of Hazardous Workplaces" before construction.
- (2) Safety and health risk assessment plan preparation and approval: Identify all materials, machinery and equipment, operating environment and personnel behavior of the possible risks arising from risk assessment, and the above items are signed by the person in charge of the workplace, and published in the construction site.

- (3) Safety and health construction planning: Establish a safety and health organization to identify and evaluate the hazards of the working environment and operations. Reminders for the use of equipment, machinery, as well as environmental labels are provided.

3. Safety and health education and training

- (1) Conduct education and training before construction to ensure that personnel fully understand the safety and health status of the operation and potential hazards and risks before operation. This includes the use of machinery, equipment, personal protective equipment, and personal health observation.
- (2) The site shall fully utilize the occupational safety and health unit to establish internal safety and health information and maintain safety and health related information and use meetings, websites and other channels as a channel for consultation and communication of safety and health related matters between site colleagues and stakeholders.

4. Agreement Organization Meeting

- (1) When the construction site and the manufacturer separately hire workers to work together, an occupational safety and health agreement should be set up to strengthen the interface and coordination between the construction units and to achieve the goal of zero disaster.

In order to ensure the safety of all workers on site, all workers will receive a safety and health briefing from our safety and health management personnel one hour before entering the site. For contractors, the contractors' labor safety and health agreement will be followed. This agreement describes the work items and the risks that may be encountered at the construction site, and requires all employees to pay attention to their own safety.

Statistic Table of Occupational Safety and Health Training Items		
Name of Training	No. of People Trained	Training Fees (NT\$)
An hour of safety and health briefing before entering the arena.	100	0.000

Notes:

1. It includes employees and non-employees whose work and/or workplace is controlled by the organization.
2. Workers who are not employees but whose work and/or workplace is controlled by the organization, e.g., contractors and outsourcers including security guards, janitors, construction workers, etc.
3. Occupational safety and health related training mentioned here includes general training or training on specific occupational hazards and dangerous situations.



4

Economic Prosperity

- 4.1 Risk Management and Climate Adaptation-Related Financial Disclosures
- 4.2 Integrity in Business



Economic Prosperity

4.1 Risk Management and Climate Adaptation-Related Financial Disclosures

Governance Risk Management

Core Pacific follows the White Paper on Sustainable Development 2021 ESG Risk Identification, and carries out the necessary risk control and division of labor according to its corresponding policies and authority and responsibility units as described below:

Type of Risk	Content of Risk	Correspondence Policy	Responsible Unit
Decision Making Risk	<ol style="list-style-type: none"> 1. Significant impacts that the decision may have on annual budget, business performance, mergers and acquisitions, investments, or penalties 2. Feasibility of the annual strategy and operational objectives under the market mechanism 	<ol style="list-style-type: none"> 1. Board of Directors and Supervisors Meeting: The board of directors convenes the board meeting to guide and make decisions on investment direction, budget, business performance, and penalties. 2. Year-end business analysis and strategy consensus camps are held to review the external environment and threats, and formulate annual corporate strategies and plans. 3. Convene operational management meetings to review the control points of operational indicators. 4. Joint contractual partnership is an inevitable trend, and should turn confrontation into cooperation and use the development of international markets as the direction. 	Board of Directors President's Office Management Department Finance Department

Type of Risk	Content of Risk	Correspondence Policy	Responsible Unit
Financial Risk	<ol style="list-style-type: none"> 1. The impact of interest rates, exchange rate changes, and inflation on the Company's profits and losses and future countermeasures 2. The impact of important domestic and foreign policies and legal changes on the Company's financial business and future countermeasures 3. Main reasons for profits or losses and future countermeasures 	<ol style="list-style-type: none"> 1. Actively control bank quotas and ensure changes in the base rate of financial institutions with the goal of reducing financing costs. 2. Pay close attention to the development of domestic and foreign political and economic situations and legal changes, formulate appropriate countermeasures, and comply with relevant government laws and regulations to maintain resilience. 3. Convene financial meetings and debt collection meetings to track and control projects with lagging gross profits and large differences in revenue and expenditure. 	Board of Directors President's Office Management Department Finance Department
Supply Chain Risk	<ol style="list-style-type: none"> 1. Disruptions in the supply chain may cause delays and overdue schedules 2. Increase in costs 3. Situations in the Company's operations lead to damage to its reputation 	<ol style="list-style-type: none"> 1. Purchasing through multiple channels to spread risks and avoid over-concentration on a certain supplier or contractor that may lead to monopoly and labor shortage. 2. Evaluate the manufacturing and construction capabilities, supply pipelines, transportation pipelines and integrity of the supplier or contractor when awarding a contract. 3. Communicate with architects or owners to coordinate alternative solutions or material changes to accommodate shortages of materials or labor. 4. Become a strategic alliance partner with suppliers or contractors to deal with labor shortages and response to emergency situations. 5. In the event of encountering a comprehensive market risk, the contractor or owner shall be issued with a written request for an additional processing period. 6. Continue to enhance the Company's credibility and stable image through ESG activities, increase the chances of accepting cases, and increase revenue and profits. 	Board of Directors President's Office Management Department Finance Department Engineering Management Department Sales Department

Type of Risk	Content of Risk	Correspondence Policy	Responsible Unit
Information Security Risk	1. Crisis handling mechanisms for computer virus attacks, hacker intrusions, data corruption, database anomalies, data or personal information leakage, etc.	<ol style="list-style-type: none"> 1. Strengthen information security education and improve employees' security concepts. 2. Regularly check the firewall function to provide more complete anti-virus and avoid downtime. 3. Build an off-site backup system to effectively prevent various abnormal situations. 4. Set up an email server. In order to prevent data from being invaded by hackers or computer viruses when sending or receiving via email, security measures such as firewalls and anti-virus software are set up on the system. 5. All personnel who have access to data and personal information will sign a letter of affidavit and have confidentiality obligations. 	President's Office Management Department
Operational Risk	<ol style="list-style-type: none"> 1. Project progress delay risk control 2. Project execution budget cost control 3. Project's new technology evaluation and technician business signature control 4. Project execution quality control 	<ol style="list-style-type: none"> 1. Utilize the preventive management system to control the number and rate of project progress abnormalities, and regularly review the progress of each project internal control and convene a meeting to catch up on work, to control the progress to the scheduled progress. 2. Examine the discrepancy between the cost of materials and the materials used and the budgeted cost during the execution of the project, and convene a control meeting to find out the problem and correct the deviation. 3. Evaluate the construction safety and feasibility of the project by technicians and consultants, focusing on the new technology and method of environmental protection and greening. 4. Regularly check the execution quality of project stop points, and use point-based yield analysis to correct abnormal quality and defects, and also organize professional training and engineer construction exams to prevent recurrence. 5. Train engineers of a certain level to become quality seed personnel, and strengthen the site quality control. 6. Promote the transfer of case experience and technology between technicians and consultant teams. 	Board of Directors President's Office Management Department Development Department Engineering Management Department Sales Department Finance Department

Type of Risk	Content of Risk	Correspondence Policy	Responsible Unit
Ethical Risk	1. Bribery, Corruption, Fraud, Political Contributions, Fiduciary Duty for Executive Remuneration	<ol style="list-style-type: none"> 1. Conduct irregular questionnaires/meetings to investigate behavior involving corruption and donations. 2. Establish an integrity reporting channel to review risky cases. 3. Conduct third-party remuneration surveys to evaluate the reasonableness of executives' remuneration. 4. Conduct asset inventory from time to time. 	Board of Directors President's Office Management Department

Environmental Risk Management

Type of Risk	Content of Risk	Corresponding Policy	Responsible Unit
Construction Environmental Risks	1. Air, noise, dust, sewage, construction waste and other pollution generated by construction sites	<ol style="list-style-type: none"> 1. Prevent environmental pollution in the surrounding area by joining hands with contractors or partners to promote the "Low Pollution Development Program" and posting hazard notices on the site. 2. Reduce air pollution and wastewater discharge, and use low-noise machinery, bare soil cover, ground watering, waste reduction and recycling. 3. Regularly check the pollution status to effectively control the environmental quality of the construction. 4. Waste materials and waste soil are stacked separately to increase the value of waste soil reuse. 	President's Office Management Department Engineering Management Department
Green Risk	<ol style="list-style-type: none"> 1. More attention will be paid to green products in the market 2. Increase in raw materials and construction costs due to changes in design methods and adjustments in supply chains 	<ol style="list-style-type: none"> 1. Green certified products and the selection of green labeled materials and supply chain are the mainstreams in the market, although these will increase the cost, but we still insist to do so with foresight. 2. Incorporate the "Code of Conduct for Suppliers and Contractors" into the contract and require compliance with the provisions of the Code. 3. Introduce green designs, e.g. green building, healthy building certification, to strengthen product advantages. 	President's Office Management Department Engineering Management Department

Social Risk Management

Type of Risk	Content of Risk	Corresponding Policy	Responsible Unit
Labor Safety Risk	<ol style="list-style-type: none"> 1. Labor Health and Safety Management 2. Health and Safety of Contractors and Suppliers 	<ol style="list-style-type: none"> 1. Formulate the "Employee Health and Welfare Program" to protect the health and safety of employees. 2. Monitor and control the data of public safety accidents in the Company and on the site. 3. Organize training courses for workers' health and workplace safety from time to time in order to enhance their professional knowledge and reduce the chance of accidents or damages. 	President's Office Management Department Engineering Management Department
Labor Rights Risk	<ol style="list-style-type: none"> 1. Guarantee human rights, prohibit child labor 2. Forced or compulsory labor 3. Employee Respect 4. Employee health and well-being 5. Inclusiveness and diversity 6. Labor standards and working conditions 	<ol style="list-style-type: none"> 1. Promote the harmonious development of internal labor-management relations and external relations, and shape a quality corporate culture and employee values. 2. Formulate and publicize the policies of "Supplier Code of Conduct" and "Contractor Code of Conduct", and incorporate them into the bilateral contracts for implementation. 3. Set up channels or platforms for employee grievances and gender equality. 4. Comply with labor laws and regulations, create a harmonious and fair working environment for employees, protect employee rights and interests, and retain excellent talents to maintain stable development of the company. 5. Execute employee satisfaction survey program to listen to employees' voices on the current working conditions, environment, and system. 	President's Office Management Department Engineering Management Department
Community Health and Safety	<ol style="list-style-type: none"> 1. Impacts to the community during construction, such as air, noise, water pollution, and pedestrian safety. 	<ol style="list-style-type: none"> 1. Identify risks and affected groups during planning, and develop and implement risk mitigation plans. 2. Monitor and analyze data during construction. 3. Promote harmonious community relations, maintain good communication and proactive caring actions, and provide a platform or hotline for complaints about community hazards. 	President's Office Management Department Engineering Management Department

Other Risk Managements

Type of Risk	Content of Risk	Corresponding Policy	Responsible Unit
Epidemic Risk	1. COVID-19	<ol style="list-style-type: none"> 1. Measure body temperature and sterilize with alcohol before entering the Company and construction site and those whose body temperature is higher than the epidemic prevention standard are not allowed to enter the Company and construction site. 2. Reduce the number of large company meetings, and hold them in different places by video. 3. Practice home office in batches for each unit. 4. Prepare a sufficient number of medical masks and provide them to colleagues when necessary. 	President's Office Management Department Engineering Management Department
	1. Disruption in supply chains due to border control	<ol style="list-style-type: none"> 1. Employees who enter the Company from outside the country must comply with the government's epidemic prevention regulations and are not allowed to enter the Company or have contact with the Company's affiliates until the regulations have been fully implemented. 2. If the transportation of imported building materials is affected by the local border policy, we will promptly submit a document to the relevant unit to verify the facts and make changes to the materials immediately. 	President's Office Management Department
Construction Delay	1. Construction delays caused by improper management	<ol style="list-style-type: none"> 1. Require contractors and suppliers to follow the schedule plan and ESG management checkpoints in the contract before bidding or contracting. 2. If any delay occurs due to reasons attributable to Party B (contractor), and Party B's work progress is behind the remaining 5%, and after Party A notifies the deadline for improvement, no improvement is made, then Party A may suspend payment until the cause for the suspension is eliminated. 	Engineering Management Department Procurement Contracting Division

Climate-related Financial Disclosure

Governance Unit	<p>The board of directors is the main authority responsible for supervising and making decisions on the management of climate-related risks and opportunities. The Company has established a Sustainable Development Committee, with the CEO as the convener and the Executive Vice President as the executive committee member, which meets regularly every year to discuss issues including climate change risks to the Company's operations, the efficiency of energy utilization, and environmental impacts related to the product life cycle, and reports to the board of directors on climate change issues and implementation status on a regular basis every year.</p>
Risk Category	<p>Important Climate Risks:</p> <ul style="list-style-type: none"> ◆ Policies and regulations to enhance the emissions reporting obligations. ◆ Technology - Cost of transition to low emission technologies (low carbon services)/replacement of existing products and services with low emission options ◆ Markets - Changes in customer behavior/increased raw material costs/increased energy costs ◆ Immediate/Physical - Increased severity and frequency of extreme weather events <p>Potential Impacts:</p> <ul style="list-style-type: none"> ◆ Increased capital costs for carbon reduction equipment ◆ Reduced revenue due to customer displacement ◆ Increased costs of transition to low carbon technologies ◆ Increased cost of purchasing renewable energy ◆ Extreme rainfall causing disruption to development sites or affecting work safety
Opportunity Category	<p>Important Climate Opportunities:</p> <ul style="list-style-type: none"> ◆ Resource Efficiency – Reduce paper consumption ◆ Products and Services - Develop low carbon products and services ◆ Resilience – Participate in renewable energy projects and adopt energy saving measures ◆ Technology – Replace existing products and services with low-emission options ◆ Market – Changes in customer behavior ◆ Reputation - (1) Changes in consumer preferences (2) Increased stakeholder concerns or negative stakeholder feedback <p>Potential Impact:</p> <ul style="list-style-type: none"> ◆ Adjust service process (paperless) ◆ Promote innovate customer service programs, increase revenue and enhance corporate image and market value.

Strategy	<p>As the world moves towards the 2050 Net Zero Goal, Taiwan has also designed the 2050 Net Zero Pathway in 2021, which includes the planning of the construction industry. Core Pacific not only follows the government's goal, but also establishes the ambition to be ahead of its peers by adopting the most stringent standards and the highest specifications in all Aspects of planning.</p> <p>Short-term (Design and planning stage):</p> <p>The design and planning stage emphasizes green building design and the selection of green building materials, such as solar panels and rainwater recycling systems, prioritizing the procurement of green building materials, water-saving devices and energy-saving devices, and replacing traditional light bulbs with energy-saving LEDs. Considering the elements of energy-saving, water-saving, intelligence and health, and combining them with automation and intelligent design to ensure the safety, convenience, health and reduction of impacts on the environment of the park.</p> <p>Mid-term (Construction stage):</p> <p>Site environmental safety and pollution prevention is the first task, to ensure that the air quality, noise and waste pollution of the site can be effectively prevented and properly dealt with, and to comply with the relevant environmental regulations. In addition, we have also formulated a carbon reduction code of practice for the construction site personnel to follow, and strongly requested the contractors or related contractors to introduce relevant pollution prevention measures to avoid environmental pollution.</p> <p>Long-term (Operation Stage):</p> <p>In the future operation stage, Core Pacific Property and Technology will assist resident companies to purchase green power certificates or directly purchase green power from power generators, introduce the concept of ESG sustainability, link the green financial ecosystem, and create a green business park with green leasing and green energy group purchasing services.</p>
Risk Management	<p>Risk Identification:</p> <p>Continuously identify the risks that a company may face from the perspective of sustainable business operations, including strategic operations, finance, information, self-assessment, and compliance with laws and regulations, and assess their possible impact on the Company.</p> <p>Risk Assessment:</p> <p>With reference to the global climate trends, assess the issues related to the construction industry, and analyze the likelihood and degree of impact to rank the significance of climate and financial risks and opportunities.</p> <p>Risk Management:</p> <p>The Sustainable Development Committee will formulate risk response measures and annual audit objectives, and the executive teams of the Sustainable Development Committee will carry out the related operations. The supervisors of each team will be responsible for management and supervision, and will report the progress to the Executive Committee Member (Executive Vice President) from time to time, and ultimately report it to the Director Committee Member (Chief Executive Officer), in order to realize the goals of sustainable management.</p>
Indicators and Targets	<p>1. Office Electricity Consumption</p> <p>In 2024-2030, the purchase of renewable energy certificates will be up to RE 20%.</p> <p>In 2030-2035, the purchase of renewable energy certificates will be up to RE 40%.</p> <p>In 2035-2040, the purchase of renewable energy certificates will be up to RE 70%.</p> <p>After 2040, the purchase of renewable energy certificates will be up to RE 100%.</p> <p>2. Green Building</p> <p>Transformation: Build green buildings, but not traditional buildings.</p> <p>Goal: Green Building EEWB Diamond Certification, LEED Platinum Certification</p> <p>Recognition: Whether or not to obtain the above certificates</p> <p>Management: Carry out the design, construction and operation according to EEWB, LEED certification indicators. Before completion of the construction, conduct weekly review meetings with the contractor at different stages to ensure that all plans and progress are in line with the objectives, and according to the globalization of dynamic rolling review.</p>

Financial Impact	<p>1. Design Planning Increase in raw material cost due to selection of low emission materials.</p> <p>2. Construction Stage Increase in labor and technology costs due to the use of low-emission processes.</p> <p>3. Operation Stage Increase in operating costs due to the purchase of renewable energy certificates or the use of green power. Reduction in operating costs due to the energy utilization and water conservation facilities and management systems.</p> <p>4. Financial Impact Increase in operating costs due to carbon tax</p>
Carbon Pricing Basis	No internal carbon pricing is currently used
Greenhouse Gas Inventory Program	Currently there is no greenhouse gas inventory, and it is planned to introduce the greenhouse gas inventory in 2024. Renewable energy certificates will be purchased in 2024 to achieve the goal of utilizing 20% of renewable energy.
External Guarantee or Assurance	<p>On August 11, 2023, we received the LEED pre-certification.</p> <p>It is planned to introduce the greenhouse gas inventory in 2024, and expected to complete the Company's 2023 greenhouse gas inventory verification by June 2024, the scope of the inventory includes: Core Pacific office and workplace (excluding the construction part).</p>

4.2 Integrity in Business

Overview of Operating Performance in the Past Three Years			
Item/Year	2021	2022	2023
Operating income (dollars in thousand)	0	4,200	1,800
Operating (shipping) costs (dollars in thousand)	0	2,862	0
Operating profit (dollars in thousand)	0	1,338	1,800
Operating profit and loss (dollars in thousand)	-92,225	-215,980	-224,433
Non-operating income and expenses (dollars in thousand)	-1,938	6,783	-30,864
Net income before tax (dollars in thousand)	-94,164	-209,196	-255,297
Net profit after tax for the current period (dollars in thousand)	-94,151	-209,196	-255,312
Total comprehensive profit and loss for the period (dollars in thousand)	-94,151	-209,196	-255,312
Earnings per share (dollars)	9,948	9,882	9,808
Employee benefit amount (dollars in thousand)	826	2,529	2,715

Overview of Operating Performance in the Past Three Years			
Employee salary (including employee benefits) (dollars in thousand)	28,842	57,425	69,222
Payment to the government (dollars in thousand)	19,960	114,020	114,647

Notes:

- Payment to the government refers to all taxes (including business, income, and property taxes) and penalties.
- "Employee benefit" in "Employee remuneration (including employee benefits)" includes the total amount of benefits provided to employees in the form of money (excluding education and training, protective equipment costs, or other costs directly related to employees' job responsibilities), and other items, "Employee benefits amount" refers to the amount of benefits that the Company allocates to the Welfare Committee for employee benefits, such as employee travel, health checkups, three-day gift boxes, etc., which are provided in the form of non-monetary benefits to its employees.
- Currency is New Taiwan Dollars.
 - Direct economic value generated: Revenue.
 - Distributed economic value: Operating costs, employee salaries and benefits, payments to lenders, payments to governments by country, and community investment.

Regulatory Compliance

Core Pacific Development attaches great importance to legal regulations and corporate ethics. In accordance with the regulations of the “Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with TPEX Listed Securities”, a single incident with a fine amount of NT\$1,000,000 or more, and which is subject to consecutive penalties, closure of business, referral to the criminal penalties, or a violation of laws and regulations related to occupational health and safety, fire safety, environmental protection, health and welfare is considered a major violation.

In accordance with the Safety and Health Management Fines Standard Table and the Occupational Safety and Health Labor Safety, Health and Environmental Protection Agreement, the Company has conducted a review of the improvement measures in response to the violations. During the year under review, the Company did not have any non-payment of fine.

Non-compliance Statistics				
Type of Sanction	Type of Law	Sanction	Violation of Regulations	Improvement Measures
Fine Incident	Occupational Safety and Health Act	Fined NT\$90,000	Suspension workplace at risk of occupational accidents involving crane overturning	<ol style="list-style-type: none"> 1. The director, labor, safety and health personnel were all stationed. 2. The overall construction, safety and health, and standard operations of the construction plant are documented and implemented. 3. Everyone wears a whistle. 4. Suspension equipment should ensure that one machine has three certifications and comply with legal regulations. Suspension equipment should be ensured that the load warning device and over-hoist warning device work properly. 5. Dangerous operations should be confirmed one day in advance, and an 80-ton or 120-ton fixed crane should be equipped at a fixed position and with a fixation operation manual.
Total	Number of incidents: 1; Total fine: NT\$90,000.			

Tax Policy

Core Pacific complies with all relevant tax laws such as the Securities and Exchange Tax, Profit and Income Tax, and Business Tax.

Core Pacific Corporation has established the following tax policies:

Compliance Principle - Follow the spirit of tax regulations and legislation, file correct tax returns, and prepare proper supporting documents.

Comprehensive Decision-Making Principle - We pay attention to the changes in local and international tax laws and regulations, assess their impacts in all Aspects, and formulate strategies to cope with them.

Transparent Information Principle - Regularly disclose tax information through public channels, such as financial statements and annual reports, to ensure the transparency of information.

Principle of Proactive Communication - Maintain open and honest communication with tax authorities to help improve the tax environment and system.

Reasonable Tax Saving Principle - Use legal and transparent tax incentives, and do not use methods that violate the spirit of the law to save tax.

Principle of Reasonable Structure - Corporate structure and transaction arrangements should be in line with economic realities, and no special arrangements should be utilized for tax avoidance.

Risk Control Principle - Evaluate the related risks and adopt appropriate strategies for making and executing tax decisions.

Business Entity Principle - Related party transactions are economic in nature, and the decision maker should bear the risks and receive reasonable rewards.

Regularity Principle - The price and terms of related party transactions should be comparable to those of unrelated parties in similar transactions.

Anti-Corruption System

For the purpose of internal control and corporate governance, Core Pacific Development's managers and employees are required to avoid receiving any improper benefits, including kickbacks, commissions, improper gifts or hospitality, and are required by the Human Resources Department to fill out a "Statement of Integrity" for each colleague.

The Company is fully committed to promoting the Integrity Action Plan. In order to enhance the Company's integrity indicators, we have adopted various risk assessment operations to gain a better understanding of the businesses that are prone to malpractice, strengthen the internal control system, and fully utilize the pre-warning function. In accordance with the Code of Business Ethics and the Code of Ethical Conduct adopted by the Audit Committee and the board of directors of China Petrochemical Development Corporation, the Code of Business Ethics and the Code of Ethical Conduct will be used as the basis for employee assessment, and in the event of any encouraging or disciplinary action, rewards and punishments will be immediately applied in accordance with the regulations. We have set up an integrity reporting line on Core Pacific Development's website, with a whistleblower protection area to receive complaints and reports from employees and the public. We actively promote the core values of corporate integrity and honesty, prevent corruption and require employees to sign a "Code of Integrity and Ethics Statement".

According to the disciplinary and complaint system established and announced by our parent company, China Petrochemical Industry Development Corporation, in case of corruption, we will investigate the administrative responsibility of the related personnel and propose reforms to rectify the deficiencies. For those who are criminally liable, we will not only continue to collect information and send letters to the investigators, but also fully cooperate with the investigation unit of the integrity inspection unit to investigate the case. The Company has entered into contracts with its agents, suppliers, customers, or other business counterparts, which contain provisions for compliance with the policy of good faith management and the termination or cancellation of the contract at any time if the counterparty engages in dishonest behavior.

Promoting
Economic
Prosperity

Implementing
Environmental
Protection

Creating
Mutual Benefit
and Prosperity
Cooperation

Building
Pleasant
Communities

Practicing
Sustainable
Development
– Core Pacific
Plaza

APPENDICES

2023 永續報告書
Sustainability Report

5

Environmental Protection

- 5.1 Energy Utilization
- 5.2 Greenhouse Gas Emissions Management
- 5.3 Waste Management



Environmental Protection

Management Policy	Greenhouse Gas Emissions (Sustainable Development Division)		
Sustainability Guideline(Issue) Response	GRI 305,GRI 302	Stakeholders affected	Shareholders and other investors, employees, suppliers and contractors, customers, financial institutions, and local community
Major Reasons	<p>The real estate development industry accounts for a high percentage of global carbon emissions, and the Taiwan government has included the construction industry in the 2050 Net Zero Emissions Pathway. Therefore, the real estate development industry should actively plan and implement emission reduction policies as soon as possible, which will also help to increase the competitiveness of their products. Therefore, we hope that we:</p> <ol style="list-style-type: none"> 1. Plan to purchase Renewable Energy Certificates (RECs) for office electricity to reduce carbon emissions year by year and achieve carbon neutrality by 2040. 2. Join the Greenpeace RE10X10 initiative and disclose the percentage of green electricity used annually. 3. Use low carbon processes to reduce carbon emissions during construction. 		
Influences and Impacts	<ul style="list-style-type: none"> ◆ Actual Negative Economic Impact: Increase in construction costs due to carbon reduction programs such as the use of low carbon practices and the purchase of renewable energy certificates. ◆ Actual Positive Environmental Impact: Effective carbon reduction, and global greenhouse gas reduction. ◆ Potential Positive Corporate Image Impact: Reduced carbon emissions have led to increased exposure of the Company and increased competitiveness in the industry. ◆ Actual Positive Human/Human Rights Impact: Better living environment due to carbon reduction, health protection for employees and community residents. 		
Policy/Strategy	<ol style="list-style-type: none"> 1. Plan to start purchasing renewable energy certificates in 2024 to reach 20% of monthly electricity consumption. 2. Establish the construction of carbon reduction process specifications. 		
Goals and Objectives	<p>Short term:</p> <ol style="list-style-type: none"> 1. Reduce office electricity consumption and carbon emissions by 20%. 2. Carry out greenhouse gas inventory in the Company <p>Mid-term:</p> <ol style="list-style-type: none"> 1. Reduce office electricity consumption by 40%. 2. Continuously conduct the carbon inventory of the Company, and at the same time, include the construction sites in the boundary of the inventory. <p>Long term:</p> <ol style="list-style-type: none"> 1. 70% reduction in carbon emissions from office electricity consumption. 2. Core Pacific Plaza assists customers in purchasing green electricity during the operation period. 3. Achieve carbon neutrality in electricity consumption (RE100) by 2040. 		
Management Assessment Mechanism	<ol style="list-style-type: none"> 1. Purchase of Renewable Energy Certificates: Arrange for specialized staff to confirm with the Renewable Energy Certificate platform every month whether the amount of certificate credit meets 20% of the electricity consumption of that month. 2. Reduce carbon emissions at construction sites: Arrange for staff to visit construction sites from time to time to confirm that on-site personnel are working in accordance with construction carbon reduction regulations. 		
Performance and Adjustment	<ol style="list-style-type: none"> 1. If the number of Renewable Energy Certificates purchased cannot meet the demand for electricity, review the amount of electricity used in the office, formulate a more effective energy saving policy, and strengthen the management of the use of electricity by employees. 2. Introduce greenhouse gas inventory to confirm the carbon emissions of the Company and the construction site, and then formulate corresponding carbon reduction practices for different stages of construction. 		
Preventive Mechanisms and Remedies	<ol style="list-style-type: none"> 1. Funding: Coordinate with financial institutions for a better loan amount through green planning. 2. Purchase Renewable Energy Certificates: Send staff to the Renewable Energy Certificate Center to report the number of monthly credits to ensure that the renewable energy target is met on schedule. 3. Enhance on-site staff education and training, and strengthen on-site management and supervision. 		

Management Policy	Waste (Engineering Management Department) (Procurement and Contracting Division)		
Sustainability Guideline(Issue) Response	GRI 301,GRI 306	Stakeholders affected	Employees, Contractors, Customers, Government Agencies, and Local Communities
Major Reason	Waste directly affects the environmental safety and quality of the construction workers on site and the residents around the site. After communicating with stakeholders and analyzing the concern and impact level, the construction waste is relatively important to our company. If we do not manage the classification of greenhouse gases and construction waste, we may face penalties in the future. Responsible management of construction waste can reduce our cost risk and increase the competitiveness of our products in the sustainability issue. (Procurement and Contracting Division)		
Influences and Impacts	<p>◆ Potential Negative Impacts on Society/Environment: The safety and health quality of the construction site will directly affect the safety of the construction workers on site and the residents around the construction site, therefore, the disposal of waste at the construction site needs to be done in accordance with the relevant regulations on waste disposal.</p> <p>◆ Actual Negative Impacts on Environment: Failure to manage waste could result in serious environmental pollution, significant fines (millions of dollars or more), and impacts to the living environment of people living around the development area.</p>		
Policy/Strategy	<p>Implement the reduction and classification of construction waste, with a view to increasing the channels for recycling and reuse of construction waste resources and reducing the occurrence of unauthorized disposal of construction waste. (Engineering Management Department)</p> <p>The Company's policy on construction waste classification is "Social Responsibility, Sustainable Development, and Going Global". (Procurement and Contracting Division).</p>		
Goals and Objectives	<p>Short term:</p> <ol style="list-style-type: none"> 1. Reduce the amount of construction waste by 5%. 2. Enforce construction waste classification 3. Use 10% of recyclable green building materials. 4. Reduce environmental pollution 5. Follow the Ministry of Environment's "Construction Waste Management Strategy". 		
	<p>Mid-term:</p> <ol style="list-style-type: none"> 1. Reduce the amount of construction waste by 50%. 2. Use 15% of recyclable green building materials. 		
	<p>Long-term:</p> <ol style="list-style-type: none"> 1. Zero construction waste at each operation site. 2. Use 55% recyclable green building materials. 		

Management Assessment Mechanism	<ol style="list-style-type: none"> 1. Introduce green building, reduce environmental pollution, and follow the Ministry of Environment's "Construction Waste Management Strategy" (Engineering Management Department) 2. Conduct annual PDCA evaluation of the effectiveness of management in accordance with ISO14001 and ISO9001 internal management review procedures (Purchasing and Contracting Division).
Performance and Adjustment	<p>Short-term Goals Achievements:</p> <ol style="list-style-type: none"> 1. Enforce the classification of construction waste 2. Adopt 10% of recyclable green building materials. <p>We will continue to manage the issue of construction waste in the future. Core Pacific's Core Pacific Plaza not only aims to be a green building, a healthy building, and a seismic building of the highest caliber, but also strives to be a sustainable building that will stand up in the world.</p>
Preventive Mechanisms and Remedies	<p>About Waste Management:</p> <ol style="list-style-type: none"> 1. Receipt of complaints: We receive complaints from residents or reporters by phone or in person. 2. Confirmation of the facts of the case: We notify the relevant unit of the complaint situation, confirm whether it is true or not, and go to the site for inspection if necessary. 3. Confirmation and control: If it is confirmed that the complaint situation is true, the relevant unit will immediately improve the situation. 4. Record, Review and Improvement: We respond with the improved result to the complainant, and review and improve the operation, we also use the improvement record for the follow-up response process, and the identification and complaint will be handled in accordance with the "Corporate Behavioral Standards" and "Stakeholder Communication and Grievance Channels". <p>About the use of building materials.</p> <p>Our company has developed a green building materials procurement strategy by purchasing highly recyclable and recyclable materials, and continues to purchase materials that meet the green building certification; if the emissions reduction is not as effective as expected, we will actively purchase green building materials and seek the cooperation and communication with third parties for improvement.</p>

5.1 Energy Utilization

Core Pacific will initially focus on the World Green Building Council (WGBC)'s Promotion of Net Zero Lifecycle Program, with the goal of "halving emissions from the building and construction sector by 2030 and achieving Net Zero in the industry by 2050". Core Pacific Plaza has made continuous adjustments in material selection and design planning to realize this goal, adopted low energy consumption, water-saving design, used renewable energy, and introduced the international healthy building and green building certification system for the development, in order to contribute to the goal of Net Zero in the industry by 2050.

To achieve the goal of Environmental Friendliness, Core Pacific developed a sustainable site selection methodology for development projects, developed green procurement and material selection requirements, planned and designed energy and water conservation strategies, recycled waste management, and introduced a building lifecycle approach to sustainable management.

Raw Materials Management

To achieve the goal of Environmental Friendliness, Core Pacific prioritizes recycled materials (e.g., steel and rebar recycling) in the procurement of raw materials for construction sites. Steel and rebar recycling accounts for 9.56% of B4-1F, with an implementation rate of 7.65% by 2023; Class B5 concrete accounts for 81.49% of B4-1F, with an implementation rate of 65.19% by 2023. Since the project is in the demolition phase, there are more recycled materials. In addition, the construction of the project started during the reporting period, so the amount of materials used is greater.

Statistics on Material Use of the Past Three Years				
Name of Raw Material	Unit	Renewable?	2022	2023
Concrete	Cubic meter	Nonrenewable	44.000	7,630.020
Rebar	Ton	Nonrenewable	49.590	5,264.420

Notes:

1. The types of material include: raw natural resources such as ores, iron, wood, and plastic pellets; lubricants, semi-finished parts, or components used in machinery; and packaging materials.
2. Non-renewable refers to resources that cannot be replenished in the short term, such as metals, minerals, and petroleum; renewable refers to resources that will grow back after being collected.

Energy Management

The Company carries out its main business in the office sector and its energy consumption is mainly for office utilities, which is relatively simple compared to other industries. It is expected that the energy consumption of the construction site will be included in the 2024 Sustainability Report. In 2023, Core Pacific's office electricity consumption was 435,600 kWh, which translates to 215.1864 metric tons of CO₂e, and the organization-specific unit of measurement is office space. In 2023, the carbon emissions per square meter of office space was 0.2433 metric tons, and the energy used per square meter of the office space was 1.773 GJ. The energy intensity in 2023 is about 50.99% higher than that in 2022. Since there is no electricity consumption from January to April in 2022, the energy of electricity used cannot be compared.

Statistics on Energy Consumption of the Past Three Years			
Quantitative Indicator	Unit	2022	2023
Electricity Consumption	Degree/Year	288,500.000	435,600.000
Total Energy Consumption	GJ	1038.600	1568.160
	GJ	1038.600	1568.160
Organization's Specific Metrics	Cubic Meter	884.370	884.370
Energy Density	GJ/Square Meter	1.174	1.773

Notes:

1. The denominator of the organization-specific measure of emission intensity is the size of the office (square meter area).
2. The thermal value of electricity is converted to 1kWh=0.0036GJ.
3. The electricity bill of 2022 is calculated and paid from May of the year, and previously paid by the parent company China Petrochemical Development Corporation, so there is no data for January-April of 2022.

5.2 Greenhouse Gas Emissions Management

The development of renewable energy has become a long-term trend in the world to reduce the greenhouse effect. Renewable energy is not only a cost-effective investment project, but also protects the energy and environmental safety and reduces greenhouse gas emissions, and the application of renewable energy in construction is a concrete action to achieve the goal of net-zero building, whose benefits should not be underestimated! Therefore, this project also installs solar photovoltaic power generation equipment on the roof, with an area of 595.2 square meters, accounting for about 5.5% of the total building area, which exceeds the Taipei City Green Building Regulations.

Core Pacific Development has not yet conducted a greenhouse gas inventory in 2023, therefore, the results of greenhouse gas emissions were first calculated using the electricity consumption of Scope 2: Core Pacific Development's electricity consumption for January to December of 2023 was 435,600 kWh, which was calculated based on the 2023 Electricity Carbon Emission Factor (ECF) of 0.494 kg CO₂e/kWh as announced by the Energy Administration of the Ministry of Economic Affairs on April 26, 2024, which is the highest level of GHG emissions in the world. Core Pacific Development's GHG emissions in 2023 were 215.1864 metric tons of CO₂e. The organization-specific unit of measurement is office space, and the carbon emissions per square meter of office space in 2023 were 0.2433 metric tons of CO₂e. The reason for the increase in emissions in 2023 compared to 2022 is that Core Pacific did not have individual meters in January-April 2022, so some data was missing and a comparison between the two years could not be made; and due to the inauguration of the Core Pacific Marketing Center in 2023, some of the electricity consumption increased.

Statistics on Greenhouse Gas Emissions in the Past Three Years			
Quantitative Indicator	Unit	2022	2023
Scope 1: Direct greenhouse gas emissions	Metric ton CO ₂ e	-	-
Scope 2: Indirect greenhouse gas emissions	Metric ton CO ₂ e	142.8075	215.1864
Total emissions = Scope 1 + Scope 2	Metric ton CO ₂ e	142.8075	215.1864
Organization's Specific Metrics	Square meter	884.370	884.370
Greenhouse Gas Emissions Intensity	Metric ton CO ₂ e/ square meter	0.1615	0.2433

Notes:

1. The carbon emissions of electricity consumption in 2022 are calculated based on the 2022 electricity carbon emission coefficient of 0.495 kg CO₂e/kWh announced by the Energy Administration of the Ministry of Economic Affairs.
2. The carbon emissions of electricity consumption in 2023 are calculated based on the 2023 electricity carbon emission coefficient of 0.494 kg CO₂e/kWh announced by the Energy Administration of the Ministry of Economic Affairs.

Energy Saving Achievements

In order to save electricity consumption in our office, we will take the action of turning off the lights for one hour at noon break in 2023. Based on the electricity bill of 2023, the implementation of the policy of "turning off the lights for one hour at noon break" can save an average of 206.25 kWh of electricity per month, and a total of 2,475 kWh of electricity per year; the conversion of the annual carbon emission reduction is about 1.22 metric tons, and an average of 0.1 metric tons per month; and the saving on the one-year electricity bill is about NT\$11,404, which is about NT\$950 per month on average.

With regard to the energy usage of Core Pacific Plaza, although the energy usage of Core Pacific Plaza has not been measured during the reporting period, the Company has developed a strategy to reduce energy consumption: Core Pacific Plaza's office area uses a Variable Refrigerant Volume (VRV) system, which is expected to save approximately 20% of energy compared to a normal air-conditioning system (chilled water main unit).

Taking the A-3 household as an example (with a net indoor area of 228 square meters), the annual energy consumption of the VRV system is 23,474 kWh, while the annual energy consumption of central air-conditioning system is as high as 28,107 kWh, which is equivalent to 4,633 kWh/year, and if we also take into consideration that overtime air-conditioning uses chilled water and has a low coefficient of performance, then it can save 20% of the electricity consumption. In terms of net indoor area, about 20 kWh can be saved for one square meter for Core Pacific Plaza's customers.

Rainwater System: Core Pacific Plaza has a site area of 16,485 square meters, 1mm of rainfall produces 16.5 tons of recycled water, and based on the average annual rainfall of 1,800mm in Taipei City over the past five years, the site can store 26,500 tons of water. This amount of water will be used for sprinkler irrigation and toilet flushing, which will help Core Pacific Plaza to save water for its future operation.

Core Pacific Plaza not only aims to be a green building, a healthy building, and a seismic-resistant building of the highest caliber, but also to be a sustainable building that will stand up in the world. Therefore, the search for building materials and designs to accomplish this goal began at the planning and design stage, and the current plan is organized into three main sections based on the structure, all of which promote the effect of energy conservation.

1. Main Structure: Steel structure, glass curtain system and light partition wall are adopted to reduce the generation of waste and carbon dioxide; supply/drainage/ rainwater/air-conditioning pipelines are designed with open pipes to minimize the damage of the structural body when equipment is renewed in the future, so as to reduce the cost of subsequent repairs and waste.
2. Interior space: It includes ceilings, walls, and floors, which must use more than 75% green building materials.
3. Sanitary fixture: It includes toilets, flushing urinals, faucets, sprinklers, which must

comply with the water saving and conservation label, in addition, the project is also designed for rainwater recycling tanks amounting to 1,500 tons, and intelligent water meters to monitor and control water use.

5.3 Waste Management

Waste Management

Core Pacific's waste management practices are divided into two workplace environments: the office and the construction site.

Company: Core Pacific provides a clean and comfortable office environment to its employees, and implements energy conservation and waste separation, hoping to work with colleagues to maintain a good office environment, in addition to commissioning "Chung Kung Apartment Building Management and Maintenance Co., Ltd." for professional office cleaning and maintenance services.

Construction Site: The safety and health quality of the construction site will directly affect the construction workers on site and the residents around the site, therefore, in 2022, during the second demolition phase of the project, the disposal of site waste by Core Pacific Development and the construction contractor – Taiwan Kumagai has entered into a "Project Contract", which clearly describes the treatment of waste, in the hope that in the course of the construction of the environment and the impact of personnel can be minimized, and if there are any violations, fines will be imposed in accordance with the regulations. The contract with the waste disposal related regulations include: site cleanup, and site safety and health which assure the waste disposal methods and construction safety.

The construction of Core Pacific Plaza is divided into the design planning phase, demolition phase, construction phase and operation phase, with the demolition phase generating the most waste.

1. In demolition of building, the largest amount of waste generated from the Class B5 concrete blocks, accounting for 84.49% of the total construction waste.
2. The rest of the waste includes business waste and recycled steel structures, etc., accounting for 15.51%.

The construction waste generated from our construction site is divided into two categories: Class B5 bricks or concrete blocks and Class B8 construction waste, etc. The waste is cleaned up in accordance with the Waste Disposal Plan, and is transported and disposed of by qualified removers, mainly by incineration, landfill, and recycling. Each waste disposal is also reported to the Department of Environmental Protection.

Waste Statistical Table						
Waste Composition	Hazardous/ Non-hazardous		On-Site		Off-Site	
Item			Generation of Waste (ton)	Handling Method	Generation of Waste (ton)	Handling Method
Steel Recycle	Non-hazardous	-	-	5051.130	Other recycling operations	-
Class B5 Concrete Block	Non-hazardous	-	-	43062.711	Other recycling operations	-
Class B8 Mixture	Non-hazardous	-	-	4732.700	Incineration (including energy recycling)	-
Construction Waste	Non-hazardous	604.000	Temporary storage in factory	604.000	Recycle and reuse	-

Notes:

1. The composition of waste can be referred to the classification of the "Waste Disposal Plan" (Categories A/B/C/D/E/R....., etc.).
2. The weight of waste is in tons.
3. Types of recycling operation: e.g. preparation for reuse, recycling, and other recycling operations.
4. Types of recycling: e.g. downgrading, upgrading, composting or anaerobic digestion.
5. Other recycling operations: e.g. change of use purpose or refurbishment.
6. Disposal methods e.g., incineration (with energy recovery), incineration (without energy recovery), burial, and other disposal operations.
7. Other disposal operations, such as dumping, open burning or deep well injection, may be specified. 8. "On-site" means within the physical boundaries or administrative control of the reporting organization; "Off-site" means outside the physical boundaries or administrative control of the reporting organization.

In order to implement construction waste flow management and enhance the efficiency of resource recycling, Core Pacific Development Corporation recycles and reuses the steel bars, steel structures, electric cables and steel pipes generated during the construction process by professional manufacturers, and the concrete blocks of Class B5 are handled by professional manufacturers, and are registered in the "Construction Landfill Information System", and a monthly report of the waste resources is posted on the Internet every month. Class B8 construction mixtures are handled by a licensed and registered organization, and the construction mixtures are transported to the handling organization for sorting and recycling of waste resources. At the same time, the Company complies with the legal requirements and reports the construction waste generated from the demolition of buildings to fully control the flow of construction waste. During the reporting period, there were no incidents of leakage.

Economic
Prosperity

Environmental
Protection

Mutually
beneficial
partnership

Thriving
Communities

Delivering
Sustainability
Promise: CORE
PACIFIC PLAZA

APPENDICES

2023 永續報告書
SUSTAINABILITY REPORT

6

Mutually Beneficial Partnerships

- 6.1 Mutual Benefit and Prosperity
- 6.2 Building Safety



Mutually Beneficial Partnerships

Management Policy	Schedule Delay (Engineering Management Department)		
Sustainability Guideline (Issue) Response	Self-defined Item	Stakeholders affected	Employees, and local community
Major Reasons	Construction schedule delays can have a significant impact on the Company due to, but not limited to, material supply delays, labor shortages, weather conditions, equipment failures, code changes, and third-party issues. These factors may result in increased costs, contractual breaches, customer dissatisfaction, and damage to the Company's reputation.		
Influences and Impacts	<p>◆ Potential Negative Economic Impact : Delay in construction period may increase project cost, affecting the profitability of the Company, and may also lead to breach of contract, resulting in lawsuits.</p> <p>◆ Potential Negative Environmental Impact : Long construction period may cause damage to the surrounding ecosystems, and the construction process may lead to pollution problems, affecting air and water quality.</p> <p>◆ Potential Negative Human/Human Rights Impact : Delays in the construction schedule may cause damage to workers' rights, such as long working hours and unpaid wages.</p>		
Policy/Strategy	<p>1. If there is any delay in the work schedule, which can be attributed to Party B (contractor), Party B's work progress is behind the remaining 5%, and after Party A notified the deadline for improvement and no improvement was made, then Party A may suspend payment until the reasons for suspension are eliminated.</p> <p>2. Reduce air pollution and wastewater discharge, and use low-noise machinery, bare soil cover, ground watering, waste reduction and recycling. .</p> <p>3. The public works follow the site zero disaster and prevention of hazards, to ensure that the site construction workers' life and health, the implementation of various Occupational safety and health management system and independent inspection; site constructions should confirm the license qualification of the relevant safety and health personnel, and plan and organize the safety and health education and training for new and on-the-job employees or any employee involved before operational changes, to ensure that personnel in the operation or activities fully understand the safety and health of the current situation and the potential hazards or risks.</p>		
Goals and Objectives	<p>Short-term targets</p> <p>1.Expedite current construction projects to ensure timely completion of key milestones.</p> <p>2.Improve the material supply chain to minimize the risk of supply delays.</p> <p>3.Improve the cooperation on operations between workers and managers in the field to respond to problems efficiently.</p>		
	<p>Mid-term Targets:</p> <p>1.Improve the Company's project management process to minimize potential schedule delays.</p> <p>2.Establish a stronger crisis response mechanism, including adaptive planning and risk management strategies.</p> <p>3.Strengthen cooperation with suppliers and third parties to ensure the smooth flow of projects.</p>		
	<p>Long-term Targets:</p> <p>1.Continue to enhance the Company's engineering expertise for more efficient project management.</p> <p>2.Strengthen the sustainable development practices to achieve greater progress in environmental friendliness and social responsibility.</p>		

Management Assessment Mechanism	<ul style="list-style-type: none"> ◆ Project Progress Monitoring: <ol style="list-style-type: none"> 1. Use professional project management tools to monitor project progress in real time. 2. Set milestones and target completion dates to compare with the actual progress. ◆ Risk Assessment: <ol style="list-style-type: none"> 1. Conduct regular risk assessments to identify potential delay factors. 2. Analyze the likelihood and degree of impact of risks and set up a corresponding plan ◆ Supply Chain Management: Ensure that suppliers and third parties are well coordinated, regularly reviewed and updated. ◆ Worker Training: Provide the education and training on the work in progress to improve worker performance and safety awareness.
Performance and Adjustment	<ol style="list-style-type: none"> 1. Compare the actual progress with the scheduled progress and calculate the percentage of site schedule delay. 2. Monitor the performance of the supply chain and measure the timeliness and quality of material supplies. 3. Evaluate worker productivity and safety.
Preventive Mechanisms and Remedies	<ol style="list-style-type: none"> 1. When a delay occurs, immediately implement the contingency plan formulated in advance, and actively solve the problem to minimize the impact of the delay on the overall progress. 2. Actively communicate with third-party vendors to address problems, find solutions and make necessary adjustments.

Management Policy	Near-Zero Building Sustainability (Planning and Design Division)		
Sustainability Guideline (Issue) Response	Self-defined Item	Stakeholders affected	Shareholders and other investors, employees, suppliers and contractors, customers, financial institutions, government agencies, local communities, and business partners.
Major Reason	In response to climate change and the goal of the international 2050 net-zero policy, Core Pacific Plaza inherits the Group's ESG sustainable management philosophy, through the application of Taiwan Green Building (EEWH), Smart Building, U.S. Green Building (LEED), U.S. Healthy Building (WELL) and Seismic Labeling to achieve the concept of energy saving, carbon reduction and sustainability, and strive to achieve the goal.		
Influences and Impacts	<p>◆ Potential Positive Environmental Impacts: Reduce carbon emissions during manufacturing and reduce carbon emissions during future operations.</p> <p>◆ Potential Negative Economic Impacts: Short-term increase in operating costs will be passed on to consumers in the form of higher purchasing and consumption costs due to the cost stacking of future selling prices.</p> <p>◆ Potential Positive Environmental Impacts: Consumers will save on operating costs due to the increased energy efficiency of the products, and the environmental impact will be minimized.</p>		
Policy/Strategy	Through the assessment of the various standards, we have implemented the follow-up design specification to facilitate the subsequent contracting and implementation of the project in accordance with the standards of the various standards, and ensure the realization of the ESG concept of sustainable management.		
Goals and Objectives	<p>Short-term: Obtain the project's green building materials ratio specification according to the label at the design and planning stage.</p>		
	<p>Mid-term (Construction stage): Ensure that the construction company is working according to the specifications, and that the company submits inspection data according to the "self-inspection form", and review the relevant contents with the owner every week.</p>		
	<p>Long-term (Operation stage): In addition to the property team's assistance to purchase green electricity for tenants and customers in order to achieve carbon neutrality in electricity consumption, we also perform annual tracking of whether the product is still in compliance with the specifications of the label, and submit re-inspection information five years after obtaining the label.</p>		
Management Assessment Mechanism	Our company takes the achievement of the LEED Platinum Award as a management mechanism.		
Performance and Adjustment	Core Pacific Plaza has achieved Leadership in Energy and Environmental Design (LEED) pre-certification on August 11, 2023 and WELL Interim Healthy Building Certification on November 17, 2023.		
Preventive Mechanisms and Remedies	Through the assessment of the various standards, we have implemented the follow-up design specification, so as to facilitate the subsequent contracting and implementation of the project in accordance with the standards of the various standards, and to ensure the realization of the ESG concept of sustainable management.		

Management Policy	Building Safety (Engineering Management Department)		
Sustainability Guideline (Issue) Response	Self-defined Item	Stakeholders affected	Employees and local communities
Major Reason	<ol style="list-style-type: none"> 1. Failure to comply with building safety regulations can result in fines, lawsuits, damage to company reputation and impact on operations. 2. Site accidents may result in worker injuries, increased workers' remuneration and medical costs, and reduced job satisfaction in the workplace. 3. Safety issues can lead to site closures or shutdowns, delay project progress and increase costs. 4. A high risk site safety record may result in higher insurance premiums. 5. Companies need to fulfill their social responsibility to ensure site safety and avoid negative impacts on the local community and environment. 		
Influences and Impacts	<ul style="list-style-type: none"> ◆ Potential Negative Economic Impacts: High fines and compensation costs, and delays due to work suspensions will increase the Company's operating costs and affect profitability. ◆ Potential Negative Environmental Impacts: Safety issues may cause environmental damage and threaten local ecosystems and water sources. ◆ Potential Negative Human/Human Rights Impacts: Accidents at the construction site may result in serious human rights violations, affect the health of workers, and may even result in serious injury or death. ◆ Potential Negative Human/Human Rights Impacts: Safety issues may cause resentment in the local community, and damage the company's reputation and relationships in the area. 		
Policy/Strategy	<ol style="list-style-type: none"> 1. Establish strict safety standards and enforcement procedures to minimize the risk of accidents and reduce fines and compensation costs. 2. Ensure that employees have adequate safety knowledge and skills to enhance the reliability of site operations. 3. Adopt green building and sustainable construction principles to minimize negative impacts on the environment. 4. Establish an environmental monitoring mechanism to promptly respond to and minimize any potential damage to the environment. 5. Establish active communication with local government, community organizations and stakeholders to ensure the health and safety of the community. 		
Goals and Objectives	Short-term: <ol style="list-style-type: none"> 1. Provide safety training to improve awareness and implementation of safety measures and procedures. 2. Establish a rapid response incident reporting and handling mechanism to ensure quick and effective response in the event of an incident, with a maximum of 48 hours to resolve the problem. 3. Promote sustainable green building principles to reduce energy consumption and minimize environmental impacts. 4. Get to know the local community and maintain good interaction with them. 		
	Mid-term: <ol style="list-style-type: none"> 1. Enhance site safety management through technological innovation, and adopt intelligent systems to monitor and predict potential risks. 		
	Long-term <ol style="list-style-type: none"> 1. Establish a profound partnership with the local community to promote mutual development and strengthen the Company's influence on social responsibility. 		

Management Assessment Mechanism	<ol style="list-style-type: none"> 1. Evaluate the low accident rate as an indication of effective safety management, prompt response and reduction of accident risk. 2. Evaluate the effective implementation of safety standard policies to reduce potential risks. 3. Prompt and effective emergency response indicate the ability to manage crisis. 4. Improve energy saving and emission reduction and adopt sustainable green building principles to ensure the fulfillment of environmental objectives. 5. Maintain positive community relations and improve the execution of social responsibilities. 6. Intelligent monitoring system improves the application of technology to strengthen the Company's risk prediction and management.
Performance and Adjustment	<ol style="list-style-type: none"> 1. Continue the improvement of strategy to ensure continuous improvement of safety management. 2. Ensure that workers have up-to-date safety knowledge and skills according to the training program. 3. Quickly adjust emergency procedures and corresponding response strategies When problems are identified, in order to minimize losses. 4. Adjust strategies based on community feedback to strengthen the Company's positive image in the local community. 5. Improve the level of intelligent system application to strengthen the prediction and handling ability of risk management.
Preventive Mechanisms and Remedies	<ol style="list-style-type: none"> 1. Conduct regular site inspections to ensure that equipment and structures meet safety standards and that potential safety hazards are identified in advance. 2. Provide safety training programs for workers to ensure that they are aware of the latest safety regulations. 3. Adopt intelligent monitoring system to monitor the site conditions in real time, detect possible safety problems and provide immediate alerts. 4. Conduct comprehensive risk assessment to identify potential hazards, formulate preventive strategies and implement necessary control measures. 5. Accident investigation and analysis: Set up an accident investigation team to analyze the cause of the accident and develop appropriate remedial measures to prevent recurrence.

6.1 Mutual Benefit and Prosperity

Supply Chain Management

In 2023, there were seven suppliers that complied with Core Pacific's "Qualified Contractor Selection Mechanism", including new suppliers and existing suppliers: Shining Metal Enterprise Co. Ltd., Gomore Building Envelope Technology, Otis Taiwan, Kumagai Taiwan, Johnson M&E Engineering Co., Ltd., Evergreen Steel Corporation, and Chun Yuan Steel had all completed the "Contractor ESG Code of Conduct Audit Questionnaire" survey, with a 100% rating ratio.

The questionnaire includes eight items: compliance with laws and business ethics, environment, child labor, labor rights, wages and working hours, health and safety, employee well-being, and employee rights; the scoring method is that if the above eight items are met, the Company will give preference to those contractors who are able to carry out socially and environmentally sustainable policies in their business; conversely, if there are any non-compliant items, the contractors shall provide reasons or relevant documents to prove that they have not complied with these items. On the contrary, if there is any non-compliance item, the contractor should provide the reasons or relevant documents to prove the non-compliance, and the

Company will request the contractor to provide the improvement guidelines and timeframe, and if the improvement cannot be made within the timeframe, the Company will terminate the contract and put it on the list of unsuitable vendors.

Statistics on Procurement for the Past Three Years							
Type of Contract	Purchasing Area	2021		2022		2023	
		No. of Suppliers	Proportion of the purchase amount to the total purchase amount (%)	No. of Suppliers	Proportion of the purchase amount to the total purchase amount (%)	No. of Suppliers	Proportion of the purchase amount to the total purchase amount (%)
Labor (Contracting & Services)	Domestic	0	0.000	7	41.44	8	13.92
	Foreign	0	0.000	0	0.000	0	0.000
Property (raw materials)	Domestic	0	0.000	0	0.000	9	13.09
	Foreign	0	0.000	0	0.000	0	0.000
Engineering (Construction & Equipment)	Domestic	0	0.000	1	58.56	2	72.99
	Foreign	0	0.000	0	0.000	0	0.000
Total		0	100%	0	100	19	100

Note: "Domestic" refers to Taiwan.

In response to the demand for sustainable development, the Company has integrated the “Code of Ethical Conduct for Suppliers” and the “Commitment on Environmental Requirements” into the “Code of Conduct for Suppliers” and extended the list of suppliers required to sign with the Group, with the target of a return rate of more than 70% during the period of reporting; and has formulated the “Supplier Evaluation Form”, which will be evaluated jointly by the Purchasing Department, the PMO Department and various Engineering Departments every six months, focusing on “Key Suppliers for the Year” or “Key Suppliers Assessed as Grade C in Previous Periods”, and the evaluation items include the quality of materials/construction, the rate of delivery/period achievement, the price advantage, the professional ability, the degree of cooperation in service, the financial ability, and the “Corporate Social Responsibility”. The total score of the assessment is categorized into Grade A, Grade B and Grade C companies. The Company has signed the “Code of Ethical Conduct for Suppliers” with 68.83% (53 suppliers) of the suppliers we work with and the “Environmental Requirements Commitment” with 31.17% (24 suppliers) of the suppliers we work with, which serves as one of the criteria for the selection of suppliers.

In addition to material suppliers, there is also human rights education and training for site security personnel that provides safety and surveillance services, and the topics of the education and training include disease control, site safety, emergency care, etc.

6.2 Building Safety

Building Quality Assurance

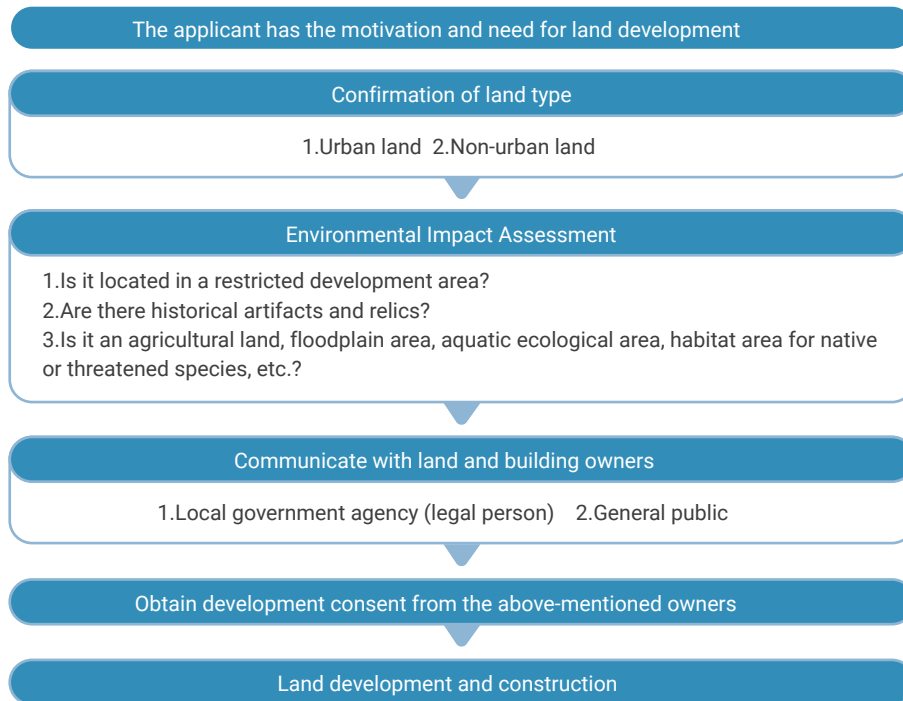
In order to implement the sustainable co-operation mechanism, Core Pacific Development not only establishes the principle of sustainable land development or acquisition to ensure the site quality of development projects, but also establishes a responsible supplier and contractor selection mechanism, and at the same time, strictly controls the quality of materials and engineering for development projects, to reduce the high carbon emission construction techniques, to adjust for a suitable carbon reduction method and design for construction (such as increasing plant species variety), and to integrate the quality of development projects into the Core Pacific Development. The quality management policy of the development projects

are incorporated into the core.

Core Pacific emphasizes environmental and consumer issues, in addition to the requirements for contractors, Core Pacific also focuses on the materials and services provided by contractors, in order to protect natural resources, increase the number of recyclable materials, respond to climate change and protect the health of building occupants and other issues. Core Pacific has formulated the “Development Project Material Selection Requirements”, in the selection of materials section requires suppliers to provide products with low emissions, low energy consumption, and low environmental and health hazards as much as possible, and provide environmental product certificates or health product certificates to ensure that sustainability is incorporated into the procurement process and meets Core Pacific’s requirements, as well as prioritize locally produced materials in Taiwan, in order to achieve the goal of sustainable procurement.

Core Pacific Plaza not only complies with the basic construction regulations such as Building Technical Code and Fire Code, but also independently applies for Intelligent Building, Earthquake Resistant Building, Green Building, LEED Certification, and WELL Certification. Core Pacific Development currently has only one case, Core Pacific Plaza, and the percentage of evaluated products is 100%. During the reporting period, there were no incidents of non-compliance with product and service information labeling, or marketing promotion.

Core Pacific Development’s site selection is based on the principles of “Site Selection and Development Requirements”, a systematic approach to site selection for effective site decisions.



The impact of land use on society as a whole is significant. In addition to complying with relevant laws and regulations, Core Pacific has formulated the “Principles of Sustainable Land Development and Acquisition” and the “ESG Strategy for Development Projects” prior to the development of land, and has conducted a sustainability assessment from the three Aspects: Environment, Society, and Governance, in order to ensure the functionality and safety of land, and emphasize the importance of environmental protection, The goal is to ensure the functionality and safety of the land, and to emphasize sustainability, utility, and community well-being.

The selection for development sites is based on the principle of existing development areas, with priority given to multi-transportation zones in order to minimize the impact on the environment and to preserve historical artifacts and relics. Therefore, Core

Pacific’s current development project is located at the former site of Core Pacific Plaza, which is already accessible by infrastructure such as the nearby MRT station and buses, and preserves the nearby Fu Sheng Park and Puppet Art Center in order to ensure the sustainability of the ecological environment and the traditional heritage.

The number of Core Pacific Plaza’s residential units is calculated as follows: Average Density of Compact Development = Total number of homes built in the compact city / Total Net Residential Land Area (square meters) in the compact city. The total number of units is 224. Gross floor area 3F-19F: 144,405.96 square meters. Average density of compact development = $224 / 144,405.96 = 0.0016896$ square meters (0.00051 ping). The office area consists of 14 units on one floor*17 floors (3F~19F), totaling 224 units.

Customer Privacy

Core Pacific Development has not been involved in any customer privacy violations or complaints, or any leakage, theft or loss of customer information during the reporting period.

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Thriving Communities

- 7.1 Health and Well-Being
- 7.2 Community Development



Thriving Communities

7.1 Health and Well-Being

In order to build a pleasant community, the planning and design stage of the development of Core Pacific Plaza has introduced seismic resistance, intelligent building, WELL Healthy Building Standard, Taiwan Green Building Label, and LEED Green Building Certification, etc., in the hope of providing the residents of this development project with a perfect healthy space.



This development project prioritizes areas with convenient transportation and good living functions, establishes a community impact assessment and monitoring process, participates in community activities, keeps in touch with community leaders and residents, provides a platform for community interaction and participatory public space, and adopts parks around the development project. For example, Core Pacific proposed to adopt the 50-year plan of Fu Sheng Park on the southwestern side of the project in 2021, and received approval from the project authority (Taipei City Government) in December of the same year. In addition, Core Pacific also proposed to adopt the public sidewalks on the east, south and north sides of the base in the following year (2022), in addition to effectively maintaining the consistency of the landscape around the development project to enhance the cityscape, while retaining sufficient clear space and movement lines for road users, and increasing the number of barrier-free ramps, so that road users can obtain a smooth passage and barrier-free environment. Core Pacific Plaza has received the Leadership in Energy and Environmental Design (LEED) pre-certification on August 11, 2023 and WELL Healthy Buildings Interim Certification on November 17, 2023. Core Pacific Plaza is still in the construction phase and is not yet in operation; therefore, there have been no violations of health and safety regulations related to products and services.

Statistics of Items with Product or Service Safety Certification		
Name of Product or Service	Safety Certification	Percentage of products or services provided to customer that have been assessed
Healthy Building	WELL Healthy Building V2	100
U.S. Green Building	Leadership in Energy and Environmental Design (LEED) V4 BD+C (Core and Shell)	100

Notes:

1. Product Assessment Percentage = (Total number of products or services provided to customers that have been assessed / Total number of products or services provided to customers)*100.
2. Since Core Pacific Development currently has only one project (Core Pacific Plaza), the total number of products or services that have obtained safety certification is 100%.

Certification

WELL Healthy Building V2	Leadership in Energy and Environmental Design (LEED) V4 BD+C (Core and Shell)
	

7.2 Community Development

For a construction company, it is important to have a good interaction with the residents around the development project, in terms of getting along and cooperating with each other during the construction process, as well as the benefits that will be brought to the local residents after the completion of the construction. The impacts of the construction process on the residents include dust, air and noise pollution, as well as the possibility of cracks, crevices or slopes in the surrounding neighborhood due to the construction process, which we will try our best to avoid or establish preventive strategies and countermeasures to minimize the impacts.

Core Pacific Plaza aims to achieve the highest level of green building and healthy building certification, as well as the highest level of building energy efficiency certification, in advance of the government's 2050 Net Zero Policy. Core Pacific Development has spared no expense in spending 35% more than the original estimated cost to build the nation's first "Humanized Future A+ Premium Office Park" in Taipei Xinyi District, which is expected to be completed by the end of 2027, with the use of smart, technological, safety, health, green, and sustainable elements.

Through the features of internationalized living area, financial, cultural and creative industrial axes, optimal urban green corridor and green future city, it attracts domestic and foreign companies and manufacturers to move in, which in turn promotes the local employment opportunities (it is estimated to bring 10,000 job opportunities), and drives the surrounding economic development and commercial activities.

During the construction process, the dust and noise pollution caused by the neighboring residents affects the quality of life, but Core Pacific Development's Engineering Management Department follows the air pollution and noise pollution related regulations for construction project stipulated by the Ministry of Environment and the Department of Urban Development of Taipei City Government to conduct construction within the time limit during the construction period, and regularly monitors the ambient noise by using noise detectors, and also strengthens the use of dustproof cloth or nets during the construction period in order to effectively inhibit dust. In addition, we also communicate with the mayor from time to time and have a communication channel so that if there is any complaint from the public, it can get the quickest reply and improvement, and we have not received any relevant complaint cases in 2023.

Core Pacific has been actively communicating with the local community before the construction of Core Pacific Plaza began and strengthening neighborly relations. Not only did Core Pacific provide the "Pre-construction Neighborhood Identification Report", but it also prepared a record of the development and the surrounding environment to be used to check and compare the defective parts of the development in case of any subsequent damage disputes and determine the cause of the damages and the responsibility for the damages. We also conduct weekly safety monitoring management by means of observation equipment, and provide monthly reports on "High Speed Rail Tunnel Safety Monitoring" and "Taipei Machinery Factory Safety Monitoring System", which include weekly monitoring data, construction progress of

the month, and the scheduled construction progress for next month, in order to achieve highly effective communication.

Social Participation

Core Pacific Development not only focuses on corporate sustainability, but also endeavors to promote the United Nations Sustainable Development Goals (SDGs), in order to enable colleagues to better understand and implement the SDGs. In February 2023, Core Pacific Development organized the "Circular Economy, Environmental Protection and Public Welfare" event with the concepts of "Goal 1 - Eradicate Poverty" and "Goal 12 - Responsible Production and Consumption" as the core. The purpose of this event is to advocate the concept and importance of the circular economy, reduce the waste of social resources, and at the same time, allow our colleagues to help those in need to fulfill their social responsibility.

During the activity, colleagues were invited to bring their unused new/second-hand items to the Company for free exchange with other colleagues. 118 items were provided during the activity, and 62 items were exchanged by colleagues, which resulted in a 52.5% recycling rate of the products. The remaining items that were not exchanged were donated to the "Pingtung County Aboriginal Cultural and Educational Association" and the "5WayHouse" in Hualien, which extended the love of colleagues to the organizations in need. We will continue to show our love to the organizations in need. Through this activity, we have established the concept of sustainable coexistence between the economy and the environment, taking care of environmental sustainability and social responsibility in the course of economic development; we not only help the society in the joyful activities, but also bring each other closer through the process of the activities.

December 2023 "I'm Santa, Sending Love to Remote Areas"

Core Pacific has been cooperating with elementary schools in remote areas to give Christmas gifts to children since 2022, and this year, we hope that through this activity, we can pool our internal resources and strengths to fulfill our corporate social responsibility, so that more underprivileged people can be benefited.

"Xiutan Elementary School" and "Xin Zhuang Elementary School" located in Tuku Town, Yunlin County are rural primary schools, with only about 20 students in each of the schools. Due to the disparity between urban and rural areas and the family environment, Christmas

is just a normal day for these children in the remote villages. Therefore, Core Pacific continues the spirit of caring for the remote villages from last year and cooperates with the teachers and students of the two schools to organize the "I'm Santa" event.

During the event, parents and teachers were invited to help the children write down their Christmas wish lists, and then colleagues played the role of Santa Claus to recognize the children's lists and purchase gifts. This year's event was led by Core Pacific Development's Executive Vice President, Mr. Chang, Jia-Wen, who led 22 colleagues to participate in the event, and a total of 43 Christmas gifts were delivered; after the children received the gifts, they also wrote or drew thank-you cards to give back to colleagues. While fulfilling the children's wishes, it also increased the interaction between the two parties to build a deeper local connection, and we believe that this activity is an unforgettable Christmas for both the children and our colleagues!

List of Public Welfare Activities		
Name of Public Welfare Activity	Dollar Amount (NT\$)	Description
Circular Economy, Environmental Protection, and Public Welfare	0	<p>February 2023 "Circular Economy, Environmental Protection, and Public Welfare" Activity</p> <p>Core Pacific Development not only focuses on corporate sustainability, but also endeavors to promote the United Nations Sustainable Development Goals (SDGs), in order to enable colleagues to better understand and implement the SDGs. In February 2023, Core Pacific Development organized the "Circular Economy, Environmental Protection and Public Welfare" event with the concepts of "Goal 1 - Eradicate Poverty" and "Goal 12 - Responsible Production and Consumption" as the core. The purpose of this event is to advocate the concept and importance of the circular economy, reduce the waste of social resources, and at the same time, allow our colleagues to help those in need to fulfill their social responsibility.</p> <p>During the activity, colleagues were invited to bring their unused new/second-hand items to the Company for free exchange with other colleagues. 118 items were provided during the activity, and 62 items were exchanged by colleagues, which resulted in a 52.5% recycling rate of the products. The remaining items that were not exchanged were donated to the "Pingtung County Aboriginal Cultural and Educational Association" and the "5WayHouse" in Hualien, which extended the love of colleagues to the organizations in need. We will continue to show our love to the organizations in need. Through this activity, we have established the concept of sustainable coexistence between the economy and the environment, taking care of environmental sustainability and social responsibility in the course of economic development; we not only help the society in the joyful activities, but also bring each other closer through the process of the activities.</p>

List of Public Welfare Activities		
Name of Public Welfare Activity	Dollar Amount (NT\$)	Description
I'm Santa Sending Love to Remote Areas	21,500	<p>December 2023 "I'm Santa, Sending Love to Remote Areas"</p> <p>Core Pacific began to cooperate with rural primary schools in 2022 to give children Christmas gifts. This year it will continue to be organized and expanded. It is hoped that through this event, it can gather internal resources and strength of the Company to fulfill its corporate social responsibility, so that more disadvantaged groups can benefit.</p> <p>"Xiutan Elementary School" and "Xinzhuang Elementary School" located in Tuku Town, Yunlin County are rural elementary schools, with only about 20 students in each of the schools. Due to the urban-rural gap and family environment factors. For children in rural areas, it is just a normal day. Therefore, Core Pacific continues the spirit of caring for rural areas last year and cooperates with teachers and students from the two schools to continue to hold "I'm Santa Sending Love to Rural Areas" activity.</p> <p>During the activity, parents and teachers were asked to help the children write down their Christmas wish lists, and then colleagues played the role of Santa Claus, claiming the children's lists and purchasing gifts. This year's event was led by Core Pacific Development Executive Vice President Mr. Chang Jia-Wen and 22 colleagues to participate and deliver a total of 43 Christmas gifts; after receiving the gifts, the children also wrote or drew thank-you cards to give back to our colleagues. While fulfilling the children's wishes, it also enhanced the interaction between the two parties to establish a deeper local link, and it is believed that this event will be an unforgettable Christmas for both children and colleagues!</p>

Activity Photos

Circular Economy, Environmental Protection and
Public Welfare



I'm Santa Sending Love to Remote Areas



Xinzhuang Elementary School

Circular Economy, Environmental Protection and
Public Welfare



I'm Santa Sending Love to Remote Areas



Xiutan Elementary School

Circular Economy, Environmental Protection and
Public Welfare



I'm Santa Sending Love to Remote Areas



8

PRACTICING SUSTAINABLE DEVELOPMENT-CORE PACIFIC PLAZA



Practicing Sustainable Development -Core Pacific Plaza

Deliver Sustainability Promise - CORE PACIFIC PLAZA

01 Core Pacific Plaza inherits Tao Zhu's spirit and implements E S G concept

In response to climate change, trees are planted on high floors to create vertical forest buildings. Trees are planted on balconies to absorb carbon and resist heat to make up for the lack of energy conservation and carbon reduction, making a small contribution to the earth, taking rapid actions for sustainable development, and leaving a good life and economic environment to future generations.

Core Pacific Plaza wants to become a futuristic commercial and office park that cultivates middle- and entry-level managers, attracts high-level managers, and recruits talents. It is not enough for a single tree to absorb carbon. The awareness of carbon absorption and anti-warming has spread to all mankind. It is hoped that companies will work together to implement ESG and plant more trees to make up for the lack of energy conservation and carbon reduction. The government will even promote the planting of trees in public buildings, various railways, and highways, and restore the amount of trees planted in ancient forests.

02 One 5-Star, Double Platinum and Two Diamonds

Core Pacific Plaza planned to obtain "1 Five-Star, Double Platinum, and 2 Diamond" construction-related certifications and ratings, namely GRESB five-star rating (obtained in 2022 and 2023), LEED Platinum Label, WELL Platinum Label, Green The Building Diamond Label, Smart Building Diamond Label and Seismic or Earthquake Label and used technological property management to simultaneously achieve the goals of improving energy efficiency and reducing operationg operationg costs.

GRESB Rating

The Global Real Estate Sustainability Benchmark (GRESB) is dedicated to assessing the ESG performance of global real estate. Core Pacific is the first company in Taiwan to introduce GRESB. In 2022 and 2023, Core Pacific Plaza participated in GRESB and won the five-star rating, the honor of "No. 1 in Taiwan, and No. 2 in Asia"!



LEED Platinum Label

Leadership in Energy and Environmental Design (LEED), the world's most well-known and credible green building rating system, achieves green building goals through nine scoring indicators: Integration of procedures, location and transportation, and permanent sustainable base, water efficiency, energy and atmosphere, materials and resources, indoor environmental quality, innovative design, and regional priority. Core Pacific Plaza aims at platinum level and is committed to reducing the negative impact of building construction and use on the environment and doing its best for the environment.

Core Pacific Development has received pre-certification on August 11, 2023.



WELL Platinum Label

The abbreviation of International WELL Building Institute (IWBI) is a building standard targeting at the health and feelings of building users. It achieves healthy building goals through ten scoring standards: air, water, nutrition, light, movement, and thermal comfort, , acoustics, materials, spirit, and community. Core Pacific Plaza aims at the platinum level and adheres to the people-centered design concept to promote the safe, healthy and sustainable development of humans, communities and cities.

Core Pacific Development has obtained mid-term certification on November 17, 2023.



Green Building Diamond Label

Our country is actively moving towards the 2050 net-zero emissions goal. In 2022, the Architecture and Building Research Institute of the Ministry of Interior released a new version of the green building standard, which incorporated the building energy efficiency label into the current green building label system and evaluated it through nine indicators: biodiversity, greening, base water conservation, daily energy saving, carbon dioxide reduction, waste reduction, indoor environment, water resources and sewage and waste improvement. Core Pacific Plaza implements the concept of net-zero buildings and aims at the diamond level to make "Ecology, Energy Saving, Waste Reduction, and Health" not just a slogan anymore.



Intelligent Building Diamond Label

Core Pacific Plaza building is equipped with an intelligent central monitoring system to monitor electrical and mechanical systems such as electricity, air conditioning, water supply and drainage, fire protection, lighting, air supply and exhaust, etc., and establishes all possible connected systems and equipment through wired connections for a close relationship to create a people-oriented living and office space with the characteristics of safety, health, convenience, comfort, energy saving, etc. By complying with the eight indicators of the smart building label: Integrated wiring, information communication, system integration, facility management, safety disaster prevention, energy-saving management, health and comfort, and smart innovation, Core Pacific Plaza will receive the Diamond Smart Building Label.



Structure Accreditation Building Label

The seismic certification system is applicable to the verification of the seismic performance of structures from the planning and design of construction projects, construction to completion, handover and obtaining a usage license, ensuring the seismic-resistant design and on-site construction quality. Core Pacific Plaza protects the safety of users and surrounding communities by adopting seismic or Earthquake structural design, and has obtained the seismic or Earthquake label.



03 Awards

First Prize of Chinese Architecture Golden Stone Award

The first brand of Taiwan's architecture awards is the oldest and most iconic professional award event in Taiwan's architecture industry. With the advent of the post-epidemic era, the construction industry has focused more on environmental health and sustainability, the widespread application of smart devices, and humanized ingenuity. The 2022 Golden Stone Award uses "Health, Technology, and Sustainability" as the competition themes. Core Pacific Plaza not only combines design concepts such as health, technology, and sustainability, but also includes planning for comfortable and diversified use of space. The purpose is to hope that future tenants and customers will enjoy the top-level commercial and office park, and this concept also made Core Pacific Plaza win the 30th Golden Stone First Prize in the Design and Planning Category- Commercial Office Building High-Rise Group in 2022!



National Golden Award for Architecture

The most prestigious architecture award in the country emphasizes the "people-oriented" spirit, leading builders and constructors to create an ecological, energy-saving, carbon-reduction and healthy "green building environment". Through rigorous selection, it recognizes outstanding architectural works and emphasizes that the works must not only meet the characteristics of "high safety, high comfort, and high functionality", but also take into account the characteristics of "natural environmental protection" and "sustainable development". Core Pacific Plaza won the 24th Gold Award in the Design and Planning Category- Commercial Office Building High-Rise Group in 2022 for its staggered terraces, vertical landscapes, and balconies planted with trees in layers, which are in line with the ESG green building concept, in order to achieve a comfortable and healthy living environment, and strive to create a high-quality and happy social atmosphere.



International Property Awards (IPA)

The International Property Awards (IPA) has a history of more than 30 years, which is known as the "Oscars of the real estate industry", and an international real estate award of great importance in the world. It covers four major categories, including developers, real estate, interior design and architecture, covering nine major regions in the world, including Asia Pacific, the United Kingdom, Europe, the United States, Canada, Africa, Arabia, the Caribbean, and Central and South America. The judging panel comes from the architectural professional field of different countries. Core Pacific Plaza has been unanimously recognized by the judges for its concept of integrating humanities, business, technology and other uses to promote connections between people. It won the highest honor of the 2023 Best Mixed Use Development Five-Star First Award. In addition, it also won the Best Commercial High Rise Development award for its design features such as tree planting and leisure balconies.



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SUSTAINABILITY REPORT

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APPENDIXES

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

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
1. Organization and Reporting Practice					
GRI 2 General Disclosure 2021	2-1	Detailed Information of organization	About the Report Introduction of Core Pacific Development	p.7 p.9	
	2-2	Entities included in the organizational sustainability report	About the Report	p.4	
	2-3	Reporting period, frequency and contact persons	About the Report	p.4	
	2-4	Re-compilation of information	About the Report	p.4	
	2-5	External assurance/confirmation	About the Report	p.4	
2. Activities and Workers					
GRI 2 General Disclosure 2021	2-6	Activities, value chains and other business relationships	Introduction of Core Pacific Development	p.8	
	2-7	Employees	3.1 Employee Participation	p.41	
	2-8	Non-employee workers	3.1 Employee Participation	p.41	
3. Governance					
GRI 2 General Disclosure 2021	2-9	Governance structure and composition	Introduction of Core Pacific Development	p.11	
	2-10	Nomination and selection of the highest governance unit	Introduction of Core Pacific Development	p.11	
	2-11	Chairman of the highest governance unit	Introduction of Core Pacific Development	p.12	
	2-12	Role of the highest governance unit in overseeing impact management	1.1 ESG Sustainability Management Framework	p.16	
	2-13	Person responsible for impact management	1.1 ESG Sustainability Management Framework	p.16	
	2-14	The role of the highest governance unit in sustainable report	1.1 ESG Sustainability Management Framework	p.16	

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
GRI 2 General Disclosure 2021	2-15	Conflict of interest	Introduction of Core Pacific Development	p.11	
	2-16	Communication of major events	1.1 ESG Sustainability Management Framework	p.17	
	2-17	Collective intelligence of the highest governance unit	Introduction of Core Pacific Development	p.12	
	2-18	Performance evaluation of the highest governance unit	Introduction of Core Pacific Development	p.14	
	2-19	Remuneration policy	3.2 Remuneration System	p.44	
	2-20	Remuneration decision process	3.2 Remuneration System	p.45	
	2-21	Annual total remuneration ratio	3.2 Remuneration System	p.45	
4. Strategy, Policy and Practice					
GRI 2 General Disclosure 2021	2-22	Statement of sustainable development strategy	Message from CEO	p.7	
	2-23	Policy commitments	1.2 ESG Sustainability Policy	p.17	
	2-24	Incorporation of policy commitments	1.2 ESG Sustainability Policy	p.17	
	2-25	Procedures for remedying adverse impacts	3.4 Human Rights Protection	p.48	
	2-26	Mechanisms for seeking advice and raising concerns	3.4 Human Rights Protection	p.48	
	2-27	Regulatory compliance	4.2 Integrity Management	p.60	
	2-28	Membership of associations	Introduction of Core Pacific Development	p.9	
5. Discussions with Stakeholders					
GRI 2 General Disclosure 2021	2-29	Stakeholders discussion policy	1.3 Communications with Stakeholders	p.17	
	2-30	Group Agreement	3.1 Employee Participation	p.41	

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
Theme-Specific Guidelines: Series 200 (Economic Theme)					
Economic Performance					
GRI 201 Economic Performance Theme Disclosure 2016	201-1	Direct economic value generated and distributed by organization	4.2 Integrity Management	p.59	
	201-2	Financial impacts of climate change and other risks and opportunities	4.1 Risk Management and Climate Adaptation-Related Financial Disclosures	p.54	
	201-3	Benefit and other retirement plans	3.5 Employee Benefits for all Employees	p.50	
	201-4	Financial assistance from the government	-		None
Market Position					
GRI 202 Market Position Theme Disclosure 2016	202-1	Ratio of standard salary of basic staff of different genders to the local minimum wage	3.2 Remuneration System	p.46	
	202-2	Proportion of local residents employed as senior management	3.1 Employee Participation	p.44	
Indirect Economic Impact					
GRI 203 Indirect Economic Impact Theme Disclosure 2016	203-1	Infrastructure investment and support services development and impact	7.2 Community Development	p.80	
	203-2	Significant indirect economic impact	7.2 Community Development	p.80	
Procurement Practice					
GRI 204 Procurement Practice Theme Disclosure 2016	204-1	Proportion of procurement expenditure from local suppliers	6.1 Mutual Benefit and Prosperity	p.76	

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
Anti-Corruption					
GRI 205 Anti-Corruption Theme Disclosure 2016	205-1	Operational locations that have undergone corruption risk assessments	4.2 Integrity Management	p.60	
	205-2	Communication and training on anti-corruption policies and procedures	4.2 Integrity Management	p.60	
	205-3	Confirmed corruption incidents and actions taken	4.2 Integrity Management	p.60	
Anti-Competitive Behavior					
GRI 206 Anti-Competitive Behavior Theme Disclosure 2016	206-1	Legal actions taken for anti-competitive behavior, antitrust and monopoly	-		None
Taxation					
GRI 207 Taxation Management Theme Disclosure 2019	207-1	Taxation policy	4.2 Integrity Management	p.60	
	207-2	Taxation governance, control and risk management	-		None
	207-3	Communication and management of stakeholders on taxation-related issues	-		None
GRI 207 Taxation Management Theme Disclosure 2019	207-4	Country-by-country Report	-		None
Theme-Specific Guidelines: Series 300 (Environmental Theme)					
Materials					
GRI 301 Materials Theme Disclosure 2016	301-1	Weight or volume of materials used	5.1 Use of Energy	p.66	
	301-2	Use of recycled materials	5.1 Use of Energy	p.66	
	301-3	Recycled products and their packaging	-		None

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
Energy					
GRI 302 Energy Theme Disclosure 2016	302-1	Energy consumption within the organization	5.1 Use of Energy	p.66	
	302-2	Energy consumption outside the organization	-		None
	302-3	Energy intensity	5.1 Use of Energy	p.66	
	302-4	Reduce energy consumption	5.1 Use of Energy	p.67	
	302-5	Reduce the energy requirements of products and services	5.1 Use of Energy	p.67	
Water and Effluent					
GRI 303 Water and Effluent Management Theme Disclosure 2018	303-1	Mutual impacts of shared water resources	-		None
	303-2	Management of effluent-related impacts	-		None
GRI 303 Water and Effluent Theme Disclosure 2018	303-3	Water withdrawal	-		None
	303-4	Water discharge	-		None
	303-5	Water consumption	-		None
Biodiversity					
GRI 304 Biodiversity Theme Disclosure 2016	304-1	Operation sites owned, leased, or managed by the organization or their vicinity in protected areas or other areas of high biodiversity value.	-		None
	304-2	Activities, products, and services with significant impacts on biodiversity.	-		None
	304-3	Protected or restored habitats.	-		None
	304-4	Species on the IUCN red list and National Conservation List in the habitats affected by operation	-		None

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
Emissions					
GRI 305 Emissions Theme Disclosure 2016	305-1	Direct (Scope 1) Greenhouse gas emissions	5.2 Greenhouse Gas Emissions Management	p.67	
	305-2	Indirect (Scope 2) Greenhouse gas emissions	5.2 Greenhouse Gas Emissions Management	p.67	
	305-3	Other indirect (Scope 3) Greenhouse gas emissions	5.2 Greenhouse Gas Emissions Management	p.67	
	305-4	Greenhouse gas emissions intensity	5.2 Greenhouse Gas Emissions Management	p.67	
	305-5	Greenhouse gas emissions reduction	5.2 Greenhouse Gas Emissions Management	p.67	
	305-6	Emissions of Ozone Depleting Substances (ODS)	-		None
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions	-		None
Waste					
GRI 306 Waste Management Theme Disclosure 2020	306-1	Waste generation and significant waste-related impacts	5.3 Waste Management	p.68	
	306-2	Management of significant waste-related impacts	5.3 Waste Management	p.68	
	306-3	Waste generation	5.3 Waste Management	p.68	
	306-4	Waste disposal and transfer	5.3 Waste Management	p.68	
	306-5	Direct waste disposal	5.3 Waste Management	p.68	
GRI 306 Wastewater and Waste Theme Disclosure 2016	306-3	Serious leakage	5.3 Waste Management	p.68	

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
Supplier Environment Assessment					
GRI 308 Supplier Environment Assessment Theme Disclosure 2016	308-1	Using environmental standards to screen new suppliers	6.1 Mutual Benefit and prosperity	p.76	
	308-2	Negative environmental impacts in the supply chain and actions taken	6.1 Mutual Benefit and prosperity	p.76	
Theme-Specific Guidelines: Series 400 (Social Theme)					
Labor-Employment Relations					
GRI 401 Labor-Employment Relations Theme Disclosure 2016	401-1	New and resigned employees	3.1 Employee Participation	p.44 p.43	
	401-2	Benefits provided to employees (excluding temporary or part-time employees)	3.5 Employee Benefits for employees	p.50	
	401-3	Parental leave	3.5 Employee Benefits for employees	p.50	
Labor-Management Relations					
GRI 402 Labor-Management Relations Theme Disclosure 2016	402-1	Minimum notice period for operational changes	3.4 Human rights protection	p.50	
Occupational Safety and Health					
GRI 403 Occupational Safety and Health Management Theme Disclosure 2018	403-1	Occupational safety and health system management	3.7 Occupational safety and health management system	p.51	
	403-2	Hazard identification, risk assessment and incident investigation	3.7 Occupational safety and health management system	p.52	
	403-3	Occupational health service	3.6 Occupational health service	p.51	
	403-4	Participation, consultation and communication of workers related to occupational safety and health	3.6 Occupational health service	p.51	
	403-5	Training for workers related to occupational safety and health	3.7 Occupational safety and health management system	p.52	

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
GRI 403 Occupational Safety and Health Management Theme Disclosure 2018	403-6	Worker Health Promotion	3.6 Occupational health service	p.51	
	403-7	Prevent and mitigate occupational health and safety impacts directly related to business	3.7 Occupational safety and health management system	p.52	
GRI 403 Occupational Safety and Health Management Theme Disclosure 2018	403-8	Workers covered by the Occupational safety and health management system	3.7 Occupational safety and health management system	p.52	
	403-9	Occupational injuries	3.7 Occupational safety and health management system	p.52	
	403-10	Occupational diseases	3.7 Occupational safety and health management system	p.52	
Training and Education					
GRI 404 Training and Education Theme Disclosure 2016	404-1	Average hours of training per employee each year	3.3 Employee education and training	p.46	
	404-2	Employee competency enhancement and transition assistance programs	3.3 Employee education and training	p.46	
	404-3	Percentage of employees receiving regular performance and career development reviews	3.3 Employee education and training	p.46	
Employee Diversity and Equal Opportunity					
GRI 405 Employee Diversity and Equal Opportunity Theme Disclosure 2016	405-1	Diversity of governance units and employees	3.1 Employee Participation	p.12 p.41	
	405-2	Ratio of basic salary and remuneration of women to men	3.2 Remuneration system	p.46	
Non-discrimination					
GRI 406 Non-discrimination Theme Disclosure 2016	406-1	Incidents of discrimination and corrective actions taken by the organization	3.4 Human rights protection	p.49	

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
Freedom of Association and Group Consultation					
GRI 407 Freedom of Association and Group Consultation Theme Disclosure 2016	407-1	Operation sites or suppliers that may face risks to freedom of association and collective bargaining	-		None
Child Labor					
GRI 408 Child Labor Theme Disclosure 2016	408-1	Major risks of using child labor by operation sites and suppliers	3.4 Human rights protection	p.49	
Forced or Compulsory Labor					
GRI 409 Forced or Compulsory Labor Theme Disclosure 2016	409-1	Operation sites and suppliers with significant risk of forced or compulsory labor incidents	3.4 Human rights protection	p.49	
Security Practice					
GRI 410 Security Practice Theme Disclosure 2016	410-1	Training on human rights policies and procedures taken by security personnel	6.1 Mutual Benefit and prosperity	p.76	
Aboriginal Rights					
GRI 411 Aboriginal Rights Theme Disclosure 2016	411-1	Incidents involving violation of aboriginal rights	-		None
Community Development					
GRI 413 Community Development Theme Disclosure 2016	413-1	Operational activities based on local community consultation, impact assessment and development plans	7.2 Community development	p.80	
	413-2	Operations that have significant actual or potential negative impacts on local communities	7.2 Community development	p.80	

GRI Guidelines Category/Theme	Section No.	Disclosed Content of GRI Guidelines	Corresponding Chapter	Page No.	Omissions/Remarks
Supplier Social Assessment					
GRI 414 Supplier Social Assessment Theme Disclosure 2016	414-1	Use of social standards to screen new suppliers	6.1 Mutual Benefit and prosperity	p.80	
	414-2	Negative social impacts in the supply chain and actions taken,	6.1 Mutual Benefit and prosperity	p.80	
Public Policy					
GRI 415 Public Policy Theme Disclosure 2016	415-1	Political donations	-		None
Customer Health and Safety					
GRI 416 Customer Health and Safety Theme Disclosure 2016	416-1	Assessment of the health and safety impact of product and service categories	7.1 Health and well-being	p.79	
	416-2	Violations of health and safety regulations related to products and services	7.1 Health and well-being	p.79	
Marketing and Labeling					
GRI 417 Marketing and Labeling Theme Disclosure 2016	417-1	Requirements for product and service information and labeling	6.2 Building safety	p.76	
	417-2	Incidents of non-compliance with regulations regarding product and service information and labeling	6.2 Building safety	p.77	
	417-3	Incidents of non-compliance with regulations regarding marketing communications	6.2 Building safety	p.77	
Customer Privacy					
GRI 418 Customer Privacy Theme Disclosure 2016	418-1	Complaints of substantiated violations of customer privacy or loss of customer data	6.2 Building safety	p.77	

Materiality Disclosure

GRI No.	Theme	Industry Standard Number	No.	GRI Guideline Disclosure Content	Corresponding Chapter	Page No.	Cancellation/ Remark
GRI 3: Major Theme 2021	Management Policy	-	3-1	Process for determining Materiality	1.4 Major Theme Identification	p.20	
GRI 3: Major Theme 2021	Management Policy	-	3-2	List of Materiality	1.4 Major Theme Identification	p.20	
Major Theme: High Talent Turnover							
GRI 3: Major Theme 2021	Management Policy	-	3-3	Major theme management	3 Win-win Enterprises	p.33	
GRI 401	Labor-Employment Relation Theme Disclosure 2016	-	401-1	New and resigned employees	3.1 Employee Participation	p.41	
		-	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	3.5 Employee Benefits for employees	p.50	
		-	401-3	Parental leave	3.5 Employee Benefits for employees	p.50	
GRI 403	GRI 403 Occupational Safety and Health Management Theme Disclosure 2018	-	403-1	Occupational safety and health management system	3.7 Occupational safety and health management system	p.51	
		-	403-2	Hazard identification, risk assessment and incident investigation	3.7 Occupational safety and health management system	p.51	
		-	403-3	Occupational Health Service	3.6 Occupational health service	p.51	
		-	403-4	Participation, consultation and communication of workers related to occupational safety and health	3.6 Occupational health service	p.51	
		-	403-5	Training for workers related to occupational safety and health	3.7 Occupational safety and health management system	p.51	

GRI No.	Theme	Industry Standard Number	No.	GRI Guideline Disclosure Content	Corresponding Chapter	Page No.	Cancellation/ Remark
GRI 403	GRI 403 Occupational Safety and Health Management Theme Disclosure 2018	-	403-6	Worker health promotion	3.6 Occupational health service	p.51	
		-	403-7	Prevent and mitigate occupational health and safety impacts directly related to business	3.7 Occupational safety and health management system	p.51	
	GRI 403 Occupational Safety and Health Management Theme Disclosure 2018	-	403-8	Workers covered by Occupational safety and health management system	3.7 Occupational safety and health management system	p.51	
		-	403-9	Occupational injuries	3.7 Occupational safety and health management system	p.51	
		-	403-10	Occupational diseases	3.7 Occupational safety and health management system	p.51	
GRI 404	Training and Education Theme Disclosure 2016	-	404-1	Average hours of training per employee each year	3.3 Employee education and training	p.46	
		-	404-2	Employee competency enhancement and transition assistance programs	3.3 Employee education and training	p.46	
		-	404-3	Percentage of employees receiving regular performance and career development reviews	3.3 Employee education and training	p.46	
Major Theme: Greenhouse Gas Emissions							
GRI 3: Major Theme 2021	Management Policy	-	3-3	Major theme management	5 Environmental Protection	p.63	
GRI 305	Emissions Theme Disclosure 2016	-	305-1	Direct (Scope 1) greenhouse gas emissions	5.2 Greenhouse Gas Emissions Management	p.67	
		-	305-2	Indirect (Scope 2) greenhouse gas emissions	5.2 Greenhouse Gas Emissions Management	p.67	

GRI No.	Theme	Industry Standard Number	No.	GRI Guideline Disclosure Content	Corresponding Chapter	Page No.	Cancellation/ Remark
GRI 305	Emissions Theme Disclosure 2016	-	305-3	Other indirect (Scope 3) greenhouse gas emissions	5.2 Greenhouse Gas Emissions Management	p.67	
		-	305-4	Greenhouse gas emissions intensity	5.2 Greenhouse Gas Emissions Management	p.67	
		-	305-5	Greenhouse gas emissions reduction	5.2 Greenhouse gas emissions management	p.67	
GRI 302	Energy Theme Disclosure 2016	-	302-1	Energy consumption inside the organization	5.1 Use of Energy	p.66	
		-	302-2	Energy consumption outside the organization	-		None
		-	302-3	Energy Intensity	5.1 Use of Energy	p.66	
		-	302-4	Reduce Energy Consumption	5.1 Use of Energy	p.67	
		-	302-5	Reduce energy demand for products and services	5.1 Use of Energy	p.67	
Major Theme: Waste							
GRI 3: Major Theme 2021	Management Policy	-	3-3	Major theme management	5 Environmental Protection	p.63	
GRI 301	Material Theme Disclosure 2016	-	301-1	Weight or volume of materials used	5.1 Use of Energy	p.66	
		-	301-2	Use of recycled materials	5.1 Use of Energy	p.66	
		-	301-3	Recycled products and their packaging	-		None

GRI No.	Theme	Industry Standard Number	No.	GRI Guideline Disclosure Content	Corresponding Chapter	Page No.	Cancellation/ Remark
GRI 306	Wastewater and waste Theme Disclosure 2016	-	306-1	Waste generation and significant waste-related impacts	5.3 Waste Management	p.68	
		-	306-2	Management of significant waste-related impacts	5.3 Waste Management	p.68	
		-	306-3	Waste generation	5.3 Waste Management	p.68	
		-	306-4	Waste disposal and transfer	5.3 Waste Management	p.68	
		-	306-5	Direct waste disposal	5.3 Waste Management	p.68	
		-	306-6	Serious leakage	5.3 Waste Management	p.68	

*Self-defined Theme	No.	GRI Guidelines Disclosure Content	Corresponding Chapter	Page No.	Omissions/ Remarks
* Construction Delay					
GRI 3 Construction Delay Management Policy		Major theme management	6 Mutually Beneficial Partnerships	p.71	
*GRESB Excellence Rating					
GRI 3 GRESB Excellence Rating Management Policy		Major theme management	2 2030 ESG Sustainable Development Strategy	p.29	
*Near-Zero Building Sustainability					
GRI 3 Near-zero Building Sustainability Management Policy		Major theme management	6 Mutually Beneficial Partnerships	p.73	
*Building Safety					
GRI 3 Building Safety Management Policy	3-3	Major theme management	6 Mutually Beneficial Partnerships	p.74	

Appendix 2: Sustainability Accounting Standards Board Guidelines Comparison Table

Industry: Infrastructure_Residential Builders						
Disclosure Theme	Indicator No.	Disclosure Indicator	Nature	Comparison of Report Content to Corresponding Chapter	Remarks	Page No.
Use of Land and Ecological Impacts	IF-HB-160a.1	No. of (1) land and (2) homes located on redevelopment site	Quantitative	Introduction of Core Pacific Development	Land for redevelopment: 1; No. of projects: 1	p.9
	IF-HB-160a.2	No. of (1) land and (2) homes located in high or very high water pressure areas	Quantitative	Introduction of Core Pacific Development	0. Core Pacific Plaza is not located in a high or very high water pressure area	p.9
	IF-HB-160a.3	Total amount of losses resulting from legal proceedings related to environmental regulations	Quantitative	-	0. No such situation occurred	-
	IF-HB-160a.4	Description of the process of integrating environmental considerations into site selection, site design, site development and construction	Description and Analysis	6.2 Building safety	According to the principles of "Site Selection and Development Requirements"	p.76
Employee Health and Safety	IF-HB-320a.1	(1) Total Recordable Incident Rate (TRIR) and (2) Fatality Rate for Full-time and Contract Employees	Quantitative	3.7 Occupational safety and health management system	0. No occupational accidents or diseases occurred during this reporting period.	p.81

Industry: Infrastructure_Residential Builders						
Resource Efficient Design	IF-HB-410a.1	(1) No. of homes and (2) average score that the homes receive Home Energy Rating System (HERS) score	Quantitative	-	0. Core Pacific Plaza is a commercial property, but not a residential property, so it cannot receive any HERS index.	-
Resource Efficient Design	IF-HB-410a.2	Percentage of installed water-using equipment that meets WaterSense® certification standards	Quantitative	-	0. Core Pacific Plaza is still under construction and has not yet been certified to water-aware specifications.	-
	IF-HB-410a.3	Number of homes with third-party verification of multi-attribute green building standards	Quantitative	7.1 Health and well-being	Core Pacific Development's Core Pacific Plaza Project received the Leadership in Energy and Environmental Design (LEED) certification on August 11, 2023 and the mid-term "WELL Building Performance Verification" on November 17, 2023.	p.79
	IF-HB-410a.4	Description of the risks and opportunities of integrating resource efficiency into residential design and the benefits it brings in terms of communication with consumers	Description and Analysis	7.2 Community Development	By obtaining sustainability-related certifications and ratings, a good brand image can be indirectly established for Core Pacific Development and Core Pacific Plaza. At the same time, through global product positioning, consumers' trust, favorability and loyalty can be effectively increased, thereby enhancing the product's competitive advantage in the market!	p.80

Industry: Infrastructure_Residential Builders						
Impact of New Development on Community	IF-HB-410b.1	Description on how proximity and accessibility to infrastructure, services, and economic centers influence site selection and development decisions.	Description and Analysis	6.2 Building safety	The primary consideration for site selection is to be based on existing development areas, with priority given to areas with diverse transportation, in order to reduce the impact on the environment and preserve historical relics and heritage sites. Therefore, Core Pacific's current development project is located at the former site of Core Pacific Plaza, which already has nearby MRT stations and multiple bus routes to reach the development project. The nearby Fu Sheng Park and Puppetry Art Center are also preserved to ensure the sustainability of the ecological environment and traditional relics.	p.76
	IF-HB-410b.2	No. of (1) lands and (2) homes on infill sites	Quantitative	Introduction of Core Pacific Development	Infill site is defined as the vacant land between two buildings on a previously developed site. No. of land constructed in infill sites: 1; No. of houses delivered on infill sites: 0	p.4
	IF-HB-410b.3	(1) No. of residential buildings in a compact development and (2) their average density.	Quantitative	6.2 Building safety	Average density of compact development = total number of houses built in compact cities / total net residential land area in compact cities (square meters) No. of households: 224; Total floor area from 3F to 19F: 144,405.96 sq. meters. Average density of compact developments = 224/144,405.96=0.0016896 sq. meters (0.00051 ping) The office area consists of 14 units per floor and 17 floors (3F~19F), with a total of 224 units.	p.77

Industry: Infrastructure_Residential Builders						
Climate Change Adaptation	IF-HB-420a.1	Amount of land located in the 100-year floodplain	Quantitative	-	0, Taipei City is not within the floodplain control area of the Water Resources Administration, Ministry of Economic Affairs	-
	IF-HB-420a.2	Description of climate change exposure analysis, the extent of systemic portfolio risk and strategies to reduce risk	Description and Analysis	Introduction of Core Pacific Development	Core Pacific Plaza aims to achieve the highest level of green building. In terms of the selection of building materials, low-emission building materials are used to replace existing products. However, this also results in an increase in the cost of raw materials and low-emission technology. The cost is reflected in the rent or selling price, which may in turn lead to a decrease in consumer demand for products. To avoid this situation, Core Pacific shops around during the procurement process, hoping to reduce material costs while maintaining the same quality. It also applies for multiple certifications to improve Core Pacific Plaza's quality assurance and competitiveness. Finally, during the sales process, it emphasizes on the sustainability and uniqueness of its products to increase consumer trust and loyalty, while reaching a consensus with like-minded consumers.	p.4
	Number of Lands under Control	IF-HB-000. A	-	Quantitative	Introduction of Core Pacific Development	1: Core Pacific Plaza p.4
	Number of Homes under Construction	IF-HB-000. B	-	Quantitative	Introduction of Core Pacific Development	1 Commercial office building: Core Pacific Plaza p.4

Industry: Infrastructure_Residential Builders						
Number of Communities under Active Sales	IF-HB-000.C	-	Quantitative	6.2 Building safety	The office area consists of 14 households per floor and 17 floors (3F~19F), with a total of 224 households.	p.77

Appendix 3: Climate-Related Information for Listed and OTC Companies

Item	Corresponding Chapter	Page No.
1. Description of the oversight and governance of climate-related risks and opportunities made by the board of directors and management.	4.1 Risk Management and Climate Adaptation-Related Financial Disclosures	p.57
2. Description on how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).	4.1 Risk Management and Climate Adaptation-Related Financial Disclosures	p.58
3. Description of the financial impacts of extreme climate events and transformational actions.	4.1 Risk Management and Climate Adaptation-Related Financial Disclosures	p.59
4. Description on how climate risk identification, assessment and management processes are integrated into the overall risk management system.	4.1 Risk Management and Climate Adaptation-Related Financial Disclosures	p.54
5. If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analytical factors, and major financial impacts should be described.	-	

Item	Corresponding Chapter	Page No.
6. If there is a transition plan to manage climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical and transition risks.	-	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	-	
8. If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress should be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant targets, the source and amount of carbon reduction credits or the amount of renewable energy certificates (RECs) offset should be explained.	-	
9. Greenhouse gas inventory and confirmation status, reduction targets, strategies and specific action plans (are filled in 1-1 and 1-2).	5.2 Greenhouse Gas Emissions Management	

1-1 Greenhouse Gas Inventory and Confirmation Status of the Company

Basic information of the company

- ☒ Companies, steel industry, and cement industry with a capital of \$10 billion or more,
- ☐ Companies with a capital of \$5 billion or more but less than \$10 billion
- ☐ Companies with a capital of less than \$5 billion

According to the sustainable development roadmap of listed companies, at least the following should be disclosed:

- ☐ Parent company's individual inventory
- ☒ Subsidiary's inventory for consolidated financial report
- ☐ Parent company's individual confirmation
- ☐ Subsidiary's confirmation for consolidated financial report

1-1-1 Greenhouse Gas Inventory Information

The greenhouse gas (GHG) emissions (metric tons of CO₂e), intensity (metric tons of CO₂e per million), and data coverage for the most recent two years.

Item	Year	2023		
		Parent Company	Subsidiary	Total
Scope 1: Total Emissions (Metric Ton CO ₂ e)		-	-	-
Scope 1: Intensity (Metric Ton CO ₂ e/million dollars)		-	-	-
Scope 2: Total Emissions (Metric Ton CO ₂ e)		215.1864	-	215.1864
Scope 2: Intensity (Metric Ton CO ₂ e/million dollars)		119.54	-	119.54

Note 1: Direct emissions (Scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (Scope 2, i.e., indirect greenhouse gas emissions from imported electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions generated by the Company's activities, which are not indirect energy emissions, but come from sources owned or controlled by other companies).

Note 2: The scope of information on direct emissions and indirect energy emissions shall be handled in accordance with the timetable set forth in Article 4-1 Paragraph 2 of the "Regulations on the Preparation and Reporting of Sustainability Reports by Listed Companies" (hereinafter referred to as the "Regulations") of the Taiwan Stock Exchange Corporation (TSE), and information on other indirect emissions may be disclosed on a voluntary basis.

Note 3: Greenhouse Gas Inventory Standard: ISO 14064-1 issued by International Organization for Standardization (ISO).

Note 4: The intensity of GHG emissions is calculated based on sales amount (NT\$ million).

Note 5: The company expects to start conducting independent greenhouse gas inventory in 2024, which has not yet been verified by a third party organization

1-1-2 Greenhouse Gas Confirmation Information

Description of confirmations, including the scope of the confirmation, the confirming organization, the standards for confirmation, and the opinion of the confirmation in the past two years.

Core Pacific Development expects to start conducting its own greenhouse gas inventory in 2024. It has not yet been verified by a third-party organization. However, in accordance with the "Sustainable Development Roadmap for Listed Companies" regulations formulated by the Financial Supervisory Commission, the Company plans to complete the greenhouse gas inventory of the parent company in 2026 and the greenhouse gas inventory of the consolidated subsidiaries in 2027. The verification and confirmation of the greenhouse gas inventory of the parent company will be completed in 2028, and the verification and confirmation of the greenhouse gas inventory of the consolidated subsidiaries will be completed in 2029.

Note 1: This should be done in accordance with the schedule specified in Article 4-1, Paragraph 3 of the Operation Regulations.

Note 2: The confirming organization shall comply with the relevant regulations on the sustainability report confirmation organizations established by the Taiwan Stock Exchange Corporation and the Taipei Exchange

Note 3: For disclosure details, please refer to the best practice reference examples on the Taiwan Stock Exchange Corporation's Governance Center website.

1-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans

Basic information of the company

- Companies, steel industry, and cement industry with a capital of \$10 billion or more,
- Companies with a capital of \$5 billion or more but less than \$10 billion
- Companies with a capital of less than \$5 billion

According to the sustainable development roadmap of listed companies, at least the following should be disclosed:

- Disclose the previous year's reduction targets, strategies and specific action plans in 2025.
- Disclose the previous year's reduction targets, strategies and specific action plans in 2026.
- Disclose the previous year's reduction targets, strategies and specific action plans in 2027.

Greenhouse Gas Reduction Strategies

In order to save electricity consumption in our office, we will take the action of turning off the lights for one hour at noon break in 2023. Based on the electricity bill of 2023, the implementation of the policy of "turning off the lights for one hour at noon break" can save an average of 206.25 kWh of electricity per month, and a total of 2,475 kWh of electricity per year; the conversion of the annual carbon emission reduction is about 1.22 metric tons, and an average of 0.1 metric ton per month; and the one-year electricity saving is about NT\$11,404, which is about NT\$950 per month on average. The annual electricity saving is about NT\$11,404, which is about NT\$950 per month.

Regarding the energy usage of Core Pacific Plaza, although the energy usage of Core Pacific Plaza has not been measured during the reporting period, the Company has developed a strategy to reduce energy consumption: Core Pacific Plaza's office area uses Variable Refrigerant Volume (VRV), which is expected to save approximately 20% of energy compared to a normal air-conditioning system (chilled water main unit).

Taking A-3 household as an example (with a net indoor area of 228 square meters), the annual energy consumption of VRV system is 23,474 kWh, while the annual energy consumption of central air-conditioning system is as high as 28,107 kWh, which is equivalent to 4,633 kWh/year, and if we also take into consideration that overtime air-conditioning uses chilled water and has a low coefficient of performance, then it can save 20% of the electricity consumption. In terms of net indoor area, an area of one square meter can save about 20 kWh for Core Pacific Plaza's customers.

Rainwater System: Core Pacific Plaza has a site area of 16,485 square meters, 1mm of rainfall produces 16.5 tons of recycled water, and based on the average annual rainfall of 1,800mm in Taipei City over the past five years, the site can store 26,500 tons of water. This amount of water will be used for sprinkler irrigation and toilet flushing, which will help Core Pacific Plaza to save water for its future operation.

Greenhouse Gas Reduction Targets		
Management Item	Short-Term Targets	Mid- and Long-Term Targets
Energy and Greenhouse Gases	<ol style="list-style-type: none"> 1. Reduce carbon emissions from office electricity consumption by 20%. 2. Implement the Company's greenhouse gas inventory. 	<p>Mid-term:</p> <ol style="list-style-type: none"> 1. Reduce carbon emissions from office electricity consumption by 40%. 2. Continue to implement the Company's greenhouse gas inventory, and at the same time include the construction site into the inventory boundary. <p>Long-Term:</p> <ol style="list-style-type: none"> 1. Reduce carbon emissions from office electricity consumption by 70% 2. Core Pacific Plaza assists customers in purchasing green electricity during operation. 3. Achieve carbon neutrality in electricity consumption by 2040 (RE100)
Water Resources	Water usage has not been disclosed in this reporting year. It is expected that water usage on construction sites will be disclosed in 2024.	
Waste	<ol style="list-style-type: none"> 1. Reduce construction waste by 5%. 2. Implement engineering waste sorting. 3. Use 10% of recyclable green building materials. 4. Reduce environmental pollution. 5. Follow the Environmental Protection Agency's "Construction Waste Management Strategy". 	<p>Mid-Term:</p> <ol style="list-style-type: none"> 1. Reduce construction waste by 50%. 2. Use 15% of recyclable green building materials. <p>Long-Term:</p> <ol style="list-style-type: none"> 1. Zero construction waste at each operation site. 2. Use 55% of recyclable green building materials.

Reduction Achievement in 2023	
Energy and Greenhouse Gas Emissions Reduction	<p>Specific Actions and Performance:</p> <p>In order to save electricity consumption in our company's office, we will take the action of turning off the lights for one hour during lunch break in 2023. According to the 2023 electricity bill, the implementation of the "turning off the lights for one hour during lunch break" policy can save an average of 206.25 kWh of electricity per month, and a total of 2,475 kWh of electricity per year; the annual carbon reduction is about 1.22 tons, an average of 0.1 tons per month; the annual electricity bill saving is about NT\$11,404, and an average of about NT\$950 per month.</p>
Water Resource Management	Water usage has not been disclosed in this reporting year. It is expected that water usage on construction sites will be disclosed in 2024.
Waste Management	<p>Specific Actions:</p> <p>Core Pacific divides waste management into two workplace environments: company and construction site.</p> <p>Company:</p> <p>Core Pacific provides a clean and comfortable office environment for colleagues, and implements energy conservation and waste sorting. We hope to maintain a good office environment with colleagues. We also entrust the professional "Chung Kung Apartment Building Management and Maintenance Co., Ltd." to maintain office cleaning related services.</p> <p>Construction Site:</p> <p>The safety and sanitation quality of the construction site will directly affect the on-site construction workers and residents around the construction site. Therefore, the disposal method of waste on the construction site. In the second demolition project phase in 2022, Core Pacific Development and the construction contractor-Taiwan Kumagai established a "Construction Contract". The contract clearly states the disposal method of waste, hoping that the impact on the environment and personnel during the construction process can be minimized. If there are any violations, fines will be imposed according to regulations.</p>

Note 1: This shall be handled in accordance with the schedule specified in Article 4-1, Paragraph 4 of these Operation Regulations.

Note 2: The base year should be the year in which the consolidated financial statements are reviewed. For example, according to Article 4-1, Paragraph 2 of these operating rules, companies with a capital of more than NT\$10 billion should complete the review of the 2024 consolidated financial statements in 2025, so the base year is 2024. If the company has completed the review of the consolidated financial statements in advance, the earlier year can be used as the base year. The data of the base year can be calculated as a single year or the average of several years..

Note 3: For disclosure details, please refer to the best practice reference examples on the Taiwan Stock Exchange's Corporate Governance Center website.



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