太子建設
Prince Housing & Development Corp.

SUSTAINABILITY REPORT 2025






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Prince Housing & Development Corp.

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About this Report (GRI 2-2, GRI 2-3, GRI 2-5)

Reporting Period

This is the 12th Sustainability Report of Prince Housing & Development Corporation (PHDC), mainly disclosing the data and contents in 2025 (January 1 to December 31, 2025). Part of the performance data has been traced back to the information before 2025 or extended to the information in the recent year (2026).

Scope and Boundaries of the Report

This report mainly discloses the information of Prince Housing & Development Corporation (PHDC) and Cheng-Shi Construction Co., Ltd. (CSCC) Affiliates including Ta Chen Construction & Engineering Corporation (TCCE) and Prince Utility Enterprise Co., Ltd. (PUEC) undertake the construction and utility projects of PHDC, the information that concerns some stakeholders is also disclosed to ensure the value-chain transparency of PHDC and its extended influence. Other subsidiaries are not included in the scope of the sustainability report (Page 19 in Consolidated Financial Statements). "Prince Construction Business" is collectively referred to as Prince Housing & Development, Cheng-Shi Construction, Prince Utility, and Ta Chen Construction & Engineering (PHDC internal project). Prince Housing & Development includes Academy Hotel, Prince House (STSP), Prince House (NTU), Prince House (NCKU) and Self-sale Sales Center.

Foundations of Information Computing

All information and statistics contained in this report are extracted from the results of self-conducted statistics and surveys. Part of the financial figures contained in the financial performance section are quoted from the financial reports (expressed in NTD) certified by certified public accountants. Relevant statistics are expressed in the internationally accepted indicators. Quantitative indicators disclosed in this report with special meanings will be footnoted.

Principles of Preparation

This report has been prepared in accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the GRI Standards 2021 published by the Global Reporting Initiative (GRI), and the Home Builders industry disclosure topics of the Sustainability Accounting Standards Board (SASB). It also references the IFRS S2 framework to disclose information regarding Prince Housing and Development Corp.'s governance, strategy, risk management, metrics, and targets concerning climate-related risks and opportunities, while identifying and disclosing data on sustainability initiatives across Prince Housing and Development Corp.'s core operations for convenient reference.

Report assurance

This Report has been verified by PwC Taiwan in accordance with the Taiwan Standards on Assurance Engagements (TWSAE) 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (established in accordance with the International Standards on Assurance Engagements (ISAE) 3000 (Revised)) published by the Accounting Research and Development Foundation. The Assurance Report is appended to this Report.

Feedback

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Release date and version

Current issue: August 2026

Previous Issue: August 2025

This report is prepared and issued by the Company's Strategic Planning Office every year, available in Chinese and English and is published on the Company's website.

Message from the Chairman (GRI 2-22)

Since its establishment, Prince Housing and Development Corp. has steadfastly upheld the business philosophy of the "Three Goods and One Fairness"—prime location, superior design, quality construction, and fair pricing—alongside the "3Gs and 1F" of character, brand, and taste, advancing steadily for over half a century. As time passes and cities transform, we have witnessed shifts in the broader macroeconomic landscape while continuously learning and adapting to every change. What remains constant is our enduring commitment to our customers and our steadfast dedication to standing by their side.

Looking back at the past year, amid global economic uncertainties and a cautious market sentiment driven by interest rate adjustments, inflationary pressures, and geopolitical shifts, the construction industry also encountered challenges from rising construction costs and evolving market demands. In response to industry shifts and market cycles, while maintaining the core competitiveness of our primary construction business, we have actively pursued a diversification strategy to steadily expand our business footprint. By extending from construction into related service sectors—including real estate services, asset revitalization, and diversified ventures—we leverage resource integration and synergies across business units to enhance overall revenue stability and risk resilience, generate momentum for sustained growth, and build corporate operational resilience.

As global sustainability trends gain momentum, we actively advance green building and smart building initiatives, integrating energy efficiency, user convenience, and residential safety into our development planning to elevate overall product quality. Concurrently, we implement proactive management practices throughout the operational phase. For operational BOT projects, we progressively optimize and retrofit equipment by introducing high-efficiency, energy-saving systems to enhance energy efficiency and operational performance. By seamlessly integrating processes from development planning to operational management, we consistently embed the principles of sustainable development across every stage of our operations. Given the nature of the construction industry, we believe that sustainable corporate growth relies not only on comprehensive planning and operational management, but also fundamentally on the safety of our personnel. Consequently, we regard occupational health and safety as a core operational principle and drive continuous improvement through standardized, systematic management. Only by upholding both safety and quality can we ensure steady operational progress and achieve our goals for sustainable corporate development.

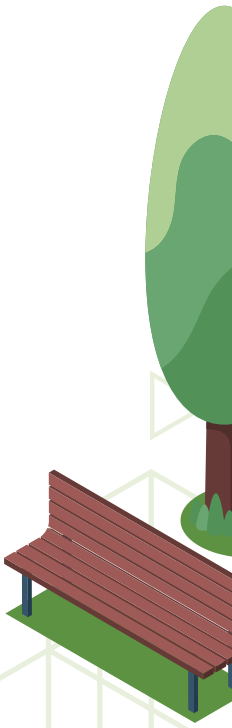
Looking ahead, we will continue to navigate market dynamics with a prudent approach, deepen our diversified business footprint, and enhance overall operational resilience and long-term competitiveness. In doing so, we remain committed to working hand-in-hand with shareholders, customers, and stakeholders toward a future of sustainable shared prosperity.



Chairman Chih-Hsien Lo



President Hong-Chun Lin



Practicing SDGs

ESG Performance 2025

In 2025, employees completed an average of **17.55** hours of internal and external training, totaling **4,386.5** training hours, aimed at enhancing baseline workforce competencies and cultivating a trusted, high-caliber team for our clients.



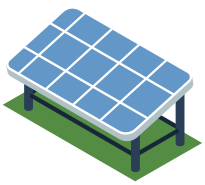
The proportion of female employees increased from 49% to **51%**, achieving a well-balanced overall gender structure.





Implementation of Greening and Energy-Efficient Shading Design, solar PV, and rainwater harvesting systems: By the end of 2025, the completed installed capacity of solar PV was up to **359.44**KW, and the rainwater harvesting capacity was up to **8,980.1** tons.





In 2025, both the disabling injury frequency rate and disabling injury severity rate were **0**.

No violations of major social (including personal information and false advertising) economic, or environmental laws and regulations have been imposed.





In 2025, resident satisfaction with "lobby lighting" at Prince House (NTU) reached **87.7%**, representing a **2.9%** increase compared to 2024.

In 2025, resident satisfaction with "24-hour front desk service efficiency" at Prince House (NCKU) reached **96.4%**, an increase of **4.4%** compared to 2024.

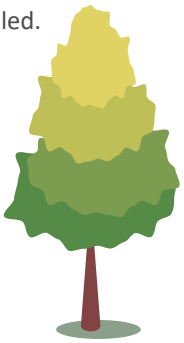
In 2025 about NT$**15** million was invested in hardware facilities to improve the living quality of staff and students.



In 2025, all construction projects adhered strictly to internal land development procedures, incorporating comprehensive assessments across multiple dimensions, including **demographics**, **economic development**, **environmental impact assessments**, and **site seismic analyses**.



As of the end of 2025, through our partnership with the ASUS Foundation, a cumulative total of **138** LCD monitors, **47** laptops, **241** desktop computers, and **380** other electronic devices were recycled, reducing CO_2 emissions by **10.467** metric tons—equivalent to preserving approximately **872.194** trees from being felled.





The Company **continues to adopt** the Task Force on Climate-related Financial Disclosures (TCFD) framework and refers to the IFRS S2 standard to disclose the governance, strategy, risk management, and metrics and targets related to climate risks and opportunities, systematically assessing and identifying their impacts on the Company to strengthen operational resilience against climate change.





1

Mapping Sustainable Development

1.1 About PHDC

1.2 Sustainable governance

1.3 Analysis of Material Topics

1.4 Stakeholder Communication



1.1 About Prince Housing & Development (GRI 2-1、GRI 2-6)

The primary services of Prince Housing & Development Corp. (hereinafter called the "PHDC") include construction, engineering contracting, property management, accommodation, tourism, and their related services. PHDC has been going strong for 53 years as of 2026. We insist on the business philosophy of "3Gs and 1F - good location, good design, good construction, and fair price" and quality business notion of "character, brand, taste". We implement stringent quality control from location selection, design, to construction and progressively introduce ingeniously planned, stringently constructed quality residential buildings across Taiwan to extend our "same goal, teamwork, effectiveness, accountability" spirit to work. In addition to the core construction business, to differentiate operations, we are committed to setting integrated development and sustainable operations as our targets and combine with our advantages in mall operations and property management to build a brand-new PHDC to continuously brush up the brand value of PHDC.

Management philosophy



Chairman	Chih-Hsien Lo
President	Hong-Chun Lin
Date of establishment	September 22, 1973
Headquarters location	8F (Tainan Spinning International Tower), No. 398, Section 1, Zhonghua East Road, East District, Tainan City
Main business/ Products and services	Commissioned construction, lease, and sales of public housing and commercial buildings, and investments in tourism hotels and BOT development projects
Paid-in capital	NT$16.233 billion
Total number of employees of Prince Group	1,849 people (Note)

Note: Headcount is calculated based on the number of active employees as of December 31, 2025; Reporting Scope: All business groups across the Group as listed below.

Upstream and Downstream Value Chain

Our business units fall into three main categories: construction and land development, hospitality and tourism, and property management.

The "Construction and Property Management" business group covers the midstream and downstream of the building material construction industry chain. The midstream includes building, construction, and engineering contracting; the downstream includes property management. Upstream in the industrial chain primarily involves the supply of land and raw materials for building materials. Land is acquired from purchasing, the release of national land, and joint construction. In building materials, the cost of building materials has been increasing in recent years due to price rises of raw materials. As far as balancing cost control and quality maintenance is concerned, seeking new building materials and equipment is necessary for cost optimization. The engineers and architects engaging in design and planning, contractors performing construction, and project-undertaking construction companies are in the midstream in the industrial chain. The industry chain downstream primarily involves self-sales or distribution through professional marketing companies, along with property management and interior design services.

As the “hospitality and tourism” sector is characterized by service, there is no clear distinction of up-, mid-, and down-stream.

Construction Industry

- Ta Chen Construction & Engineering Corporation
- Cheng-Shi Construction Co., Ltd.

Land Development Industry

- Prince Housing & Development Corp.

Project Undertaking

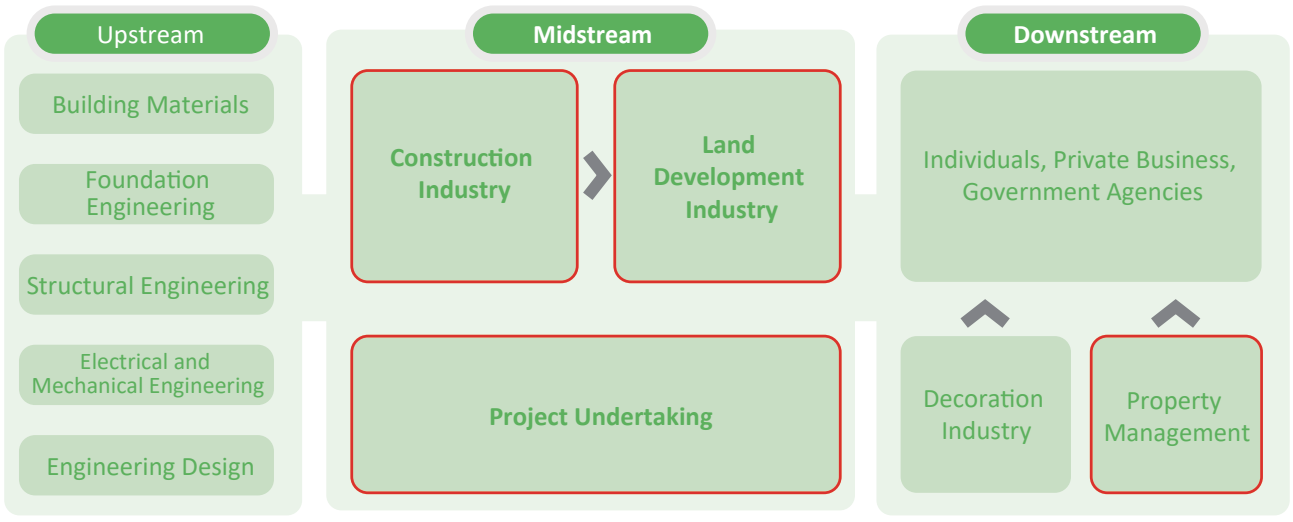
- Prince Utility Enterprise Co., Ltd.

Property Management

- Prince Security Service Corporation
- Prince Apartment Management and Maintenance Corporation
- Prince Property Management Consulting Corporation

Hospitality and Tourism

- Times Square International Hotel Corporation
- Academy Hotel
- Prince House, STSP Apartment
- Prince House, NTU Apartment
- Prince House, NCKU Apartment
- The Splendor Hospitality International Co., Ltd. (The Splendor Hotel-Taichung)
- Times Square International Stays Corporation



Note: Industries in red frames are the major services of Prince Group

Future Projects

The highlights of PHDC Business completed in recent years and the expected completion year are listed as follows:

BOT Shopping Mall Project

Name of building/construction

31 BOT Shopping Mall, Taichung City

Expected year of completion

2028

Owner

Prince Housing and Development Corp.
Subsidiary
Prince Chong-De Industrial

Contractors

CSCC



BOT Shopping Mall Project

Name of building/construction

Taichung Dali BOT Shopping Mall

Expected year of completion

2028

Owner

Prince Housing and Development Corp.
Subsidiary
Prince Daliyi Enterprise

Contractors

CSCC

Residential Project

Name of building/construction

New Construction at Lot 939, Shanjia Section, Shanhua District, Tainan City

Expected year of completion

2027

Owner

Prince Housing and Development Corp.

Contractors

CSCC

Note: The statistics in this table are as of December 31, 2025.

Note: The architectural diagram is for illustrative purposes only and does not represent the final design.

1.2 Sustainable Governance (GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-16)

From the very beginning, we have always adhered to the business philosophy of “3Gs and 1F - good location, good design, good construction, and fair price” and quality business notion of “character, brand, taste” when launching quality products and services with meticulous planning and rigorous construction. As environmental, social, and government (ESG) issues have become the prerequisites for business operations, we also effectively and specifically ingrain sustainability in our DNA. With reference to the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” published by the Taiwan Stock Exchange (TWSE), we amended the “HDC Corporate Social Responsibility Best Practice Principles” into the “PHDC Sustainable Development Best Practice Principles” in 2021, which has been passed unanimously by all members of the Board of Directors (Board), to undertake that PHDC will continue to enforce corporate governance, develop a sustainable development, maintain social welfare, and enhance the disclosure of corporate ESG information. By setting these best practice principles as the top guiding principle for implementing sustainable development at PHDC, we hope to enforce corporate social responsibility step by step starting from one point, then a line, and eventually a plane.

The Strategic Planning Office takes charge of the planning and management of sustainability-related affairs and the extension of the above sustainable development concepts to all departments for them to actively assess, plan, and implement practices for sustainability development based on their authority. After communicating and coordinating with all departments, the Strategic Planning Office reports the performance achievements of the annual sustainability actions to the president in summary and to the Board twice a year. The Board will review the Company’s performance in sustainable operations in the year to assess the feasibility of the management approaches and strategies and make timely adjustments and planning. Prior to publication, the sustainability report also requires approval from the Board of Directors. Adjusting the operational approaches through ceaselessly reviewing the action for sustainable governance enables us to inventory the existing performance and plan future directions more comprehensively and more attentively.

Sustainability Issue Management Organizational Structure

Board of Directors	Control and supervision level Review and approval of the sustainable management policy and strategy
Convener: President	Decision-making level evaluation Assessment and establishment of sustainable management policies and strategies
Coordination Unit: Business Planning Office	Executive level Promotion of sustainable practices

Matters reported to the Board in 2025

1. Quarterly monitoring and reporting of the GHG inventory project

2. Performance of Risk Management Mechanism:

Risk policies and procedures, scope of management, and risk categories



3. Ethical Corporate Management & Sustainable Development Project Reports:

- Implementation of ethical management (key performance indicators, audit execution, internal and external training, promotion plan, etc.)
- Implementation of sustainable development initiatives (implementation goals and plans, material sustainability topics, stakeholder engagement, etc.)
- Promotion of intellectual property rights management

4. Quarterly monitoring of the IFRS Sustainability Disclosure Standards project report

5. Sustainability report project report (reporting of content prior to submission/filing)

6. Corporate value enhancement plan

1.3 Analysis of Material Topics (GRI 3-1, GRI 3-2)

Through communication with stakeholders, we understand their expectations on the direction of our operations and verify the material topics requiring prioritized concerns, including the significance of economic, environmental, and social impacts to ensure that we are on the right track and right direction for practicing sustainable operations so as to address correctly and exactly the expectations of stakeholders. We identify the material topics for sustainable development of Prince Construction Business in terms of the following four processes:

Material topic assessment process

Step1	Step2	Step3	Step4
Inventory of topics relating to sustainable development	Identification of stakeholders and topics that concern them	Prioritization and identification of material topics	Validation and discussion of material topics

Inventory of topics relating to sustainable development

Through internal discussions and with the assistance of external experts, we referenced the Traditional Chinese version of the Global Reporting Initiative (GRI) Standards published in October 2021. Each year, we reference industry peers' operational directions and emerging trends, and review sustainability reports published by domestic and international construction and building companies to ensure that our sustainability topics align with international reporting standards and industry benchmarks. A questionnaire is distributed every two years to re-identify material topics, ensuring their relevance, appropriateness, and timeliness. The review and analysis results indicated no significant changes in the significance of the material topics identified in 2024. Therefore, the material topics for 2025 will maintain the 2024 identification results, keeping nine material topics.

Identification of stakeholders and topics that concern them

To make more effective communication with the stakeholders of Prince Construction Business, it is first to identify the stakeholders of Prince Construction Business, i.e., entities or individuals under the significant influence of the activities, products, and services of Prince Construction Business, or their activities that may affect the implementation strategies and capability in target achievement of Prince Construction Business. Through internal discussion, we have identified the following 7 major stakeholder groups: employees, customers, shareholders, competent authorities, local communities, suppliers, and banks. Then, we discerned the topics that concern them through various communication channels and questionnaire survey. (For the results, see: 1.4 Stakeholder Communication).

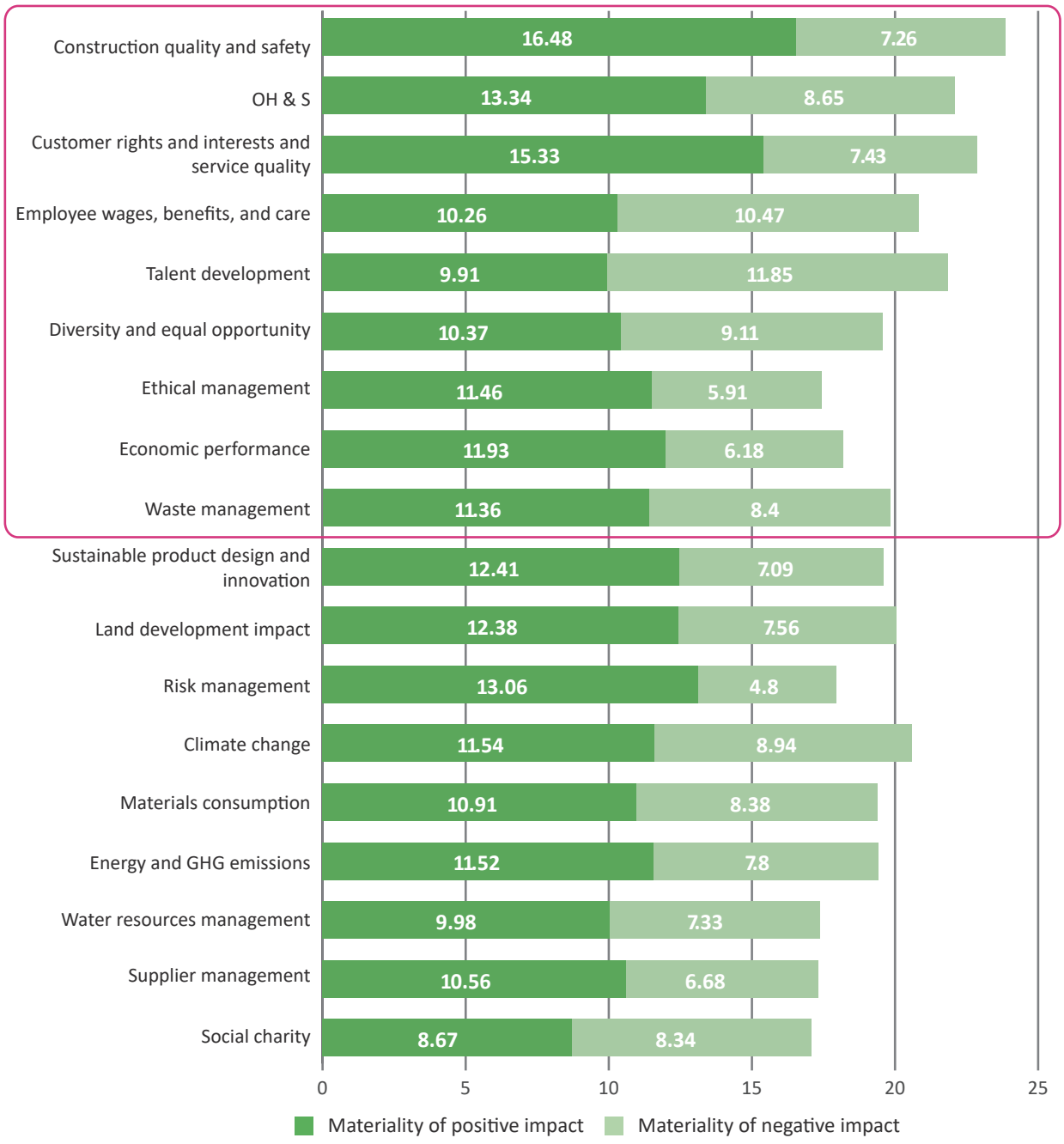


Prioritization and identification of material topics

Management designed the significance of impact questionnaire based on the inventoried 18 sustainability topics for filling in, assessing, and analyzing the actual and potential positive and negative economic, environmental, and social impacts of the sustainability topics. Finally, a comprehensive assessment of the positive and negative impacts was conducted (considering the probability of occurrence, scale of impact, and scope), and a materiality matrix was created based on the level of stakeholder concern. The key material topics for the year were determined by prioritizing those with the highest levels of both “impact severity” and “stakeholder concern”. The material topics for 2025 maintain the 2024 identification results. Please refer below for the identified material topics and the ranking of their positive and negative impacts.

Material Topic Matrix




Construction quality and safety
16.48
7.26
OH & S
13.34
8.65
Customer rights and interests and service quality
15.33
7.43
Employee wages, benefits, and care
10.26
10.47
Talent development
9.91
11.85
Diversity and equal opportunity
10.37
9.11
Ethical management
11.46
5.91
Economic performance
11.93
6.18
Waste management
11.36
8.4
Sustainable product design and innovation
12.41
7.09
Land development impact
12.38
7.56
Risk management
13.06
4.8
Climate change
11.54
8.94
Materials consumption
10.91
8.38
Energy and GHG emissions
11.52
7.8
Water resources management
9.98
7.33
Supplier management
10.56
6.68
Social charity
8.67
8.34
0
5
10
15
20
25
Materiality of positive impact
Materiality of negative impact

E: Environmental S: Social G: Governance P: Product Dimension

	Sustainability Topic	Description of Positive and Negative Impacts
E	Materials consumption	**Positive:** Consideration of recycled materials, ease of disposal, and availability for local procurement to reduce transportation costs in raw materials procurement to reduce environmental impacts. **Negative:** Damage on corporate image during manufacturing or use for materials difficult to dispose of after use or with negative environmental impacts.
	Waste management	**Negative:** Increased revenues and reduced spending on raw materials procurement by reviewing waste generated from production for reselling recovered waste to recycling companies or self-recycling for reuse; creating the circular economy for the Company and reducing waste clearance and disposal expenses. **Negative:** Increased spending on waste clearance and disposal due to failure in appropriate waste reduction; soil and environmental pollution caused by inappropriate disposal in landfill sites or by disposal contractors due to Taiwan's current disposal capacity.
	Energy and GHG emissions	**Positive:** Promotion of GHG reduction and lower the risk of electricity shortages in the locations of operations through energy management, the installation and use of energy-efficient equipment, and the improvement of the energy portfolio or other carbon reduction actions. **Negative:** Difficulty in facilitating GHG reduction due to failure in implementing carbon reduction measures and installing energy-efficient equipment. Unstable electricity supply from Taiwan Power Company (TPC) will affect corporate operations, prevent the Company from achieving the government's emission quota, and continuously cause negative environmental impacts.
	Water resources management	**Positive:** Enhanced overall resilience against water shortages and droughts by securing adequate and clean water sources for the locations of operations through the use of water-efficient equipment and with the water recycling and reuse measures. **Negative:** Failure in the effective quality and quantity management of effluents will face administrative fines and corporate impact damage for non-compliance with laws and regulations and the EIA commitments.
	Climate change	**Positive:** Ensured business continuity through early response to climate-related factors affecting corporate operations, e.g., floods, droughts, increased customer demand for sustainable products, and increased raw material costs; and increased revenues and improved corporate reputation and value through re-investments in sectors of related issues. **Negative:** Damage on locations of operations, late delivery due to delayed raw materials supply, delayed revenues and increased interest costs due to late delivery of construction contractors as a result of failure in management of climate-related issues.
S	OH&S	**Positive:** Protection of employee health and safety through effective OH&S management and provision of a healthy and safe workplace environment for employees. **Negative:** Work-related injuries and ill health and industrial safety accidents due to improper OH&S management during corporate operations.
	Employee wages, benefits, and care	**Positive:** Active handling and full communication of labor-management disputes, provision of well-designed benefits and funding policies, and improvement of work satisfaction of employees. **Negative:** Increased rate of employee turnover when employees feel damaged rights and interests due to the imperfect employee benefit policy; family economic crisis due to unexpected unemployment of employees.
	Talent Development	**Positive:** Enhanced professional competencies and organizational commitment and reduced risk of unemployment due to inadequate competitiveness of employees through the provision of education and training and career planning for employees. **Negative:** Reduced rate of employee retention due to remuneration inequalities as a result of the unfair performance evaluation system.

Sustainability Topic		Description of Positive and Negative Impacts
S	Diversity and equal opportunity	**Positive:** Reduced rate of unemployment through the protection of equal rights and interests in workplaces by advocating diversity, active promotion of gender equality, and equal pay for equal work. **Negative:** Difficulty in employee retention and increased rate of employee turnover due to discrimination from workplace inequalities.
	Social Charity	**Positive:** Assistance in improving community, social, and economic infrastructure and social vulnerable groups, improvement of community functions and the power to do good deeds of society. Increased corporate influence for building an overall environment favoring steady operations. **Negative:** Social problems in local communities or social vulnerable groups due to the lack of corporate funding and care; serious obstacles of corporate operations due to the inconsistencies between government policies and corporate ideas.
G	Economic Performance	**Positive:** Increased revenues, enhanced operational stability, increased investments from shareholders and investors. **Negative:** Damage on corporate image and reduced resources due to operational deficits.
	Ethical Corporate Management	**Positive:** Improved corporate reputation through compliance with the code of business conduct and ethics of employees and social expectations; no sanction through compliance with fair trade behavior and anti-corruption policies and management. **Negative:** Damage on corporate image and even facing litigations due to negative incidents.
	Risk Management	**Positive:** Reduced operational risks by minimizing costs and losses through advance assessment and planning of high-likelihood risks. **Negative:** Financial losses and even operational interruption for failure to predict or plan potential future risks.
P	Customer rights and interests and service quality	**Positive:** Enhanced customer satisfaction by enhancing the information security protection network to prevent leakage of customer privacy or information or by improving employee training on after-sales service and customer care. **Negative:** Litigation risk for violation of the Personal Data Protection Act due to information leakage and customer data losses and reduced customer trust due to low-quality customer service.
	Land development impact	**Positive:** Reduced impacts on the local environment, ecology, and community development of products or services through proper market research and survey and environmental and social assessment during land development and site selection. **Negative:** Damage on corporate reputation and image for damage on the ecology and conflicts of interest with local communities due to failure in proper assessment of the environment, ecology, and community development during land development and site selection.
	Sustainable product design and innovation	**Positive:** Provision of sustainable products, e.g., implementation of environmentally sustainable design, EV-related accessories, energy-efficient and water-efficient designs, recycled building materials, and the Eagle Eye App real-time monitoring, to meet with the trends of environmental protection, energy conservation, and intelligent building to fulfill customer demands, promote local economic development, and develop sustainable cities. **Negative:** Reduced customer orders and failed connection with the market trends for failure to fulfill customers' demand for environmental protection, energy conservation, and intelligent building.
	Construction quality and safety	**Positive:** Enhanced customer satisfaction, improved corporate reputation, and increased orders due to stable quality and safety control of products. **Negative:** Increased improvement costs, reduced customer satisfaction, and reduced orders and market reputation due to inappropriate quality control of products.
	Supplier management	**Positive:** Lowered impact on corporate image due to inappropriate supply chain management through the proper management of the environmental, occupational safety, and human rights issues of the value chain partners. **Negative:** Negative public opinions and reduced corporate reputation due to environmental incidents, occupational accidents, and human rights violation of the supply chain.

Validation and discussion of material topics

Through materiality analysis, we identified 9 material topics and reported them to management for validation. The ESG project team assessed their integrity, scope of impact, and boundaries. The content of this report has been defined in accordance with the completeness and stakeholder inclusiveness principles. The identified material topics have been disclosed in accordance with the sections and chapters of this report. In the future, we will enhance the management of material topics and address the topics that concern stakeholders.

The corresponding chapters for each material topic and the associated value chain boundaries for this year are as follows:

Topic	Corresponding GRI Standards	Corresponding Section	Material Topics and Value Chain Boundaries				
			Upstream				
			Suppliers	Banks	competent authorities	Share-holders	
Construction quality and safety	NA	3.3 Quality control for excellent buildings	■	■	■	■	
OH&S	403-1~ 403-10	5.4 Safe and healthy workplace environment	■		■		
Customer rights and interests and service quality	417-1 418-1	4.1 Quality customer communication and service 4.2 Insistence on maintaining customer rights and interests	■		■		
remuneration, benefits, and employee care	201-3 401-2~401-3	5.2 Well-designed salary and benefits					
Talent Development	404-1~404-3	5.3 Diversified career development and training					
Diversity and equal opportunity	402-1 405-1 406-1	5.1 Friendly and equal workplaces	■		■		
Business performance	201-1~201-2	2.4 Steady financial performance	■	■	■	■	
Ethical Corporate Management	205-2~205-3	2.1 Healthy corporate governance		■	■	■	
Waste management	306-2	3.6 Climate and environmental management	■		■		

Note: The material topic identification results from 2024 were maintained for 2025.

	Material Topics and Value Chain Boundaries					
	Within Organization				Downstream	
	PHDC (including employees)	CSCC	PUEC	TCCE (PHDC internal projects)	Customers	Local communities
	■	■	■	■	■	■
	■	■	■	■		
	■	■	■	■	■	■
	■	■	■	■		
	■	■	■	■		
	■	■	■	■		
	■	■	■	■	■	
	■	■	■	■	■	
	■	■	■	■		■

1.4 Stakeholder Engagement (GRI 2-29, GRI 2-16)

Through the interaction and communication with stakeholders, we have a better understanding of the topics they are concerned about and care about. With the annual sustainability report released, we will regularly identify material topics in the future to communicate with stakeholders more fully and to provide a more complete response to the topics of concern to various stakeholders. Methods and frequency of communication between PHDC and stakeholders are tabulated below.

Stakeholder	Major Concerned Topics (Note)	Communication Method	Frequency and Times of Communication in 2025
Employees	◆ **Construction quality and safety** ◆ **Economic Performance** ◆ **OH&S** ◆ **Ethical Corporate Management**	Enterprise Information Portal (EIP) system	Irregularly
		Internal education and training	Irregularly
Customers	◆ **Customer rights and interests and service quality** ◆ **Construction quality and safety** ◆ **Economic Performance** ◆ **Ethical Corporate Management**	Call center	Real-time: 478 times of after-sales service in total
		Questionnaire (Prince House)	Annually: 4 times of questionnaire surveys in total
		Online guestbook	Real-time: 98 messages in total (Prince House System)
Share-holders	◆ **Economic Performance** ◆ **Construction quality and safety** ◆ **Ethical Corporate Management** ◆ **Risk Management**	Board of Directors	Quarterly/Annually: 5 times in total
		Meetings of Shareholders	Annually: 1 time
		Investor conference	Irregularly: 2 times in total (March and September 2025)
		Annual report	Annually: 1 time
competent authorities	◆ **Economic Performance** ◆ **Ethical Corporate Management** ◆ **Customer rights and interests and service quality** ◆ **Risk Management**	Official document exchange	Irregularly
		Laws, regulations, and specifications	Irregularly
		Government policy announcement	Irregularly
		Visit	Irregularly
		Regular design drawing audit meeting	Irregularly
		Supervision or business communication calls, emails	Irregularly

Stakeholder	Major Concerned Topics (Note)	Communication Method	Frequency and Times of Communication in 2025
Local communities	◆ Customer rights and interests and service quality ◆ Ethical Corporate Management ◆ Construction quality and safety	Corporate website	Irregularly
		In-kind donation to social welfare units	Irregular: 1 units in total
		Supplier evaluation	Irregularly
		Business meeting	Irregularly
		Business communication calls, emails	Irregularly
Suppliers	◆ Customer rights and interests and service quality ◆ Water resources management ◆ Materials consumption ◆ Waste management ◆ Climate change ◆ Energy and GHG management ◆ Supplier management ◆ Construction quality and safety ◆ Diversity and equal opportunity ◆ OH&S	Phone, email	Real-time
		Supplier assessment/ evaluation	Real-time
		Factory inspection	Irregularly
		(Video) conference	Irregularly
Banks	◆ Ethical Corporate Management ◆ Economic Performance ◆ Risk Management ◆ Construction quality and safety ◆ Sustainable product design and innovation	Regular business communication calls, emails	Irregularly

Note: The top three issues that concerned stakeholders in their feedback.

2

Business Integrity and Brand Value

2.1 Robust corporate governance

2.2 Careful risk management

2.3 Stringent legal compliance

2.4 Steady financial performance



Material topics covered in this chapter | **Ethical management, economic performance**

Material Topics	**Ethical Corporate Management**
GRI Indicators	GRI 3-3, GRI 205-2, GRI 205-3
Impact Description	PHDC has established a code of conduct to strengthen its ethical principles and self-discipline, ensure compliance with laws and industry standards, and prevent unethical conduct such as corruption, bribery, monopoly, and unfair trading practices, thereby enhancing stakeholder trust.
Policies and Commitments	PHDC has formulated the "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" and complied with the Insider Trading Prevention Procedures.
Action Plan	**Positive impact management:** • In addition to holding regular internal and external training sessions on ethical conduct, PHDC also reports to the Board of Directors at least once a year on the progress of its ethical management initiatives, including communication with stakeholders, key performance indicators, and the promotion plan. **Negative impact management:** • Apart from establishing the specific reporting and reward systems for "insiders and outsiders to report unethical or improper conduct", we have also established the standard operating procedures for investigating the reports and related non-disclosure mechanisms in the "Procedures for Ethical Management and Guidelines for Conduct" to protect whistleblowers against improper treatment due to reporting unethical or improper behavior. If any employee is found to be involved in corruption, you can report it directly to the Audit Office.
Goals	**Short-term (2026-2027):** • The progress of the promotion is reported to the Board of Directors at least once a year. • Regularly review relevant laws and regulations and adjust the Company's relevant procedures as needed. • Organize at least two hours of education and training on ethical management annually. **Medium- and long-term (2028 ~ 2032):** • Continue to refine risk management related to ethical business practices.
Effectiveness Assessment	• The Company's ethical management practices are reported to the Board of Directors at least once a year. • 31 people participated in a total of 63.5 hours of education and training on ethical management, with a post-training satisfaction score of 8.9 or higher.
Resources	The Ethical Management Promotion Team regularly reviews the Company's Procedures for Ethical Management and Guidelines for Conduct to ensure they remain up to date, and plans education and training to help employees understand the contents.
Responsible Unit	Ethical Corporate Management Promotion Team
Grievance mechanism	The Company has established internal procedures for submitting complaints via telephone (02-2758-9599) or email.

Material Topics	**Economic Performance**
GRI Indicators	GRI 3-3, GRI 201-1
Impact Description	PHDC is committed to creating stable revenue, focusing on internal "digital transformation" and "market diversification" as its core strategies, to become a comprehensive developer with strong anti-risk capabilities and steady growth. Through internal and external financial and business meetings, we maintain full communication with employees, shareholders, and investors regarding our current operations and future outlook.
Policies and Commitments	By integrating internal and external resources, PHDC leverages team synergy, diversifies its operations, actively revitalizes existing assets, and drives revenue through development projects.
Action Plan	**Positive impact management:** • In addition to continuing to optimize land acquisition, construction, and house sales operations for greater efficiency, PHDC will integrate internal and external resources across its BOT projects, construction, property management, hotel operations, and investments to maximize team synergy and maintain stable income. **Negative impact management:** • In terms of real estate operations in Taiwan, the Company has been operating in an environment of fluctuating wages and raw material prices in recent years. Additionally, adjustments to property taxes and changes in laws and regulations may also lead to increased operating costs, potentially affecting the Company's profitability. The Company will continue to monitor market fluctuations and actively seek to generate diverse revenue streams through diversification.
Goals	**Short-term (2026-2027):** • Implement the performance management system and continuously optimize management effectiveness to enhance operational efficiency and overall profitability. **Medium- and long-term (2028 ~ 2032):** • Lock in the residential and commercial needs of the area, align with regional development trends, continuously activate assets, effectively manage costs and acquire land strategically, launch high-quality, affordable products, and provide desirable homes for the public; at the same time, actively collect receivables, cultivate talent, and invest prudently to ensure stable revenue growth.
Effectiveness Assessment	• Consolidated operating revenue reached NT$9.355 billion in 2025. • EPS of NT$0.33 in 2025
Resources	The Strategic Planning Office and various management units continue to monitor market dynamics and competitor activity to maintain competitiveness and generate more revenue.
Responsible Unit	Strategic Planning Office
Grievance mechanism	The Company has established internal procedures for submitting complaints via telephone (02-2758-9599) or email.

2.1 Healthy corporate governance

(GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-15, GRI 2-17, GRI 2-18, GRI 2-19, GRI 2-20, GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 2-28, GRI 205-2, GRI 205-3)

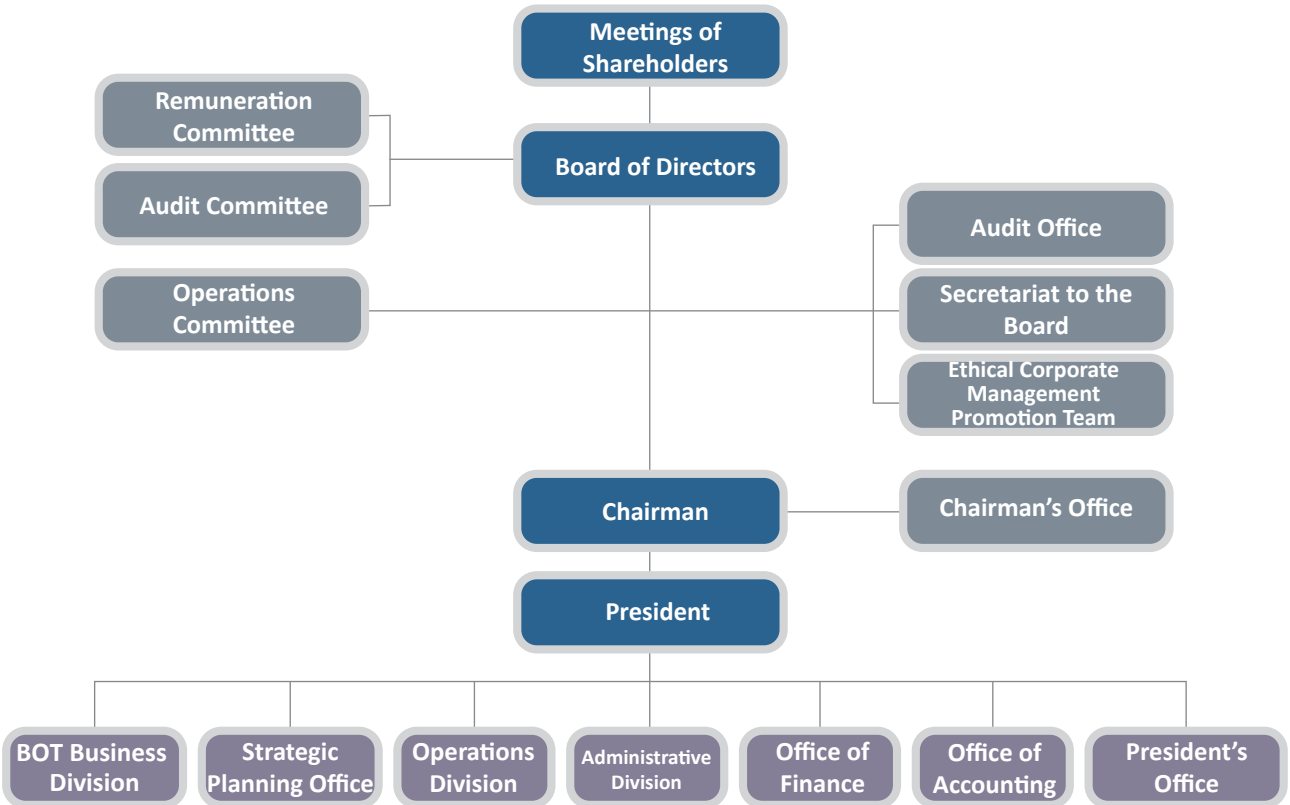
To build a robust corporate governance system, we established the "PHDC Corporate Governance Best Practice Principles" with reference to the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies co-established by the Taiwan Stock Exchange (TWSE) and Taipei Exchange (TPEx) in 2016. To ensure the ethical compliance of directors and managers, we have also established the "Code of Ethical Conduct". In accordance with legal amendments and in consideration of the changes in the overall macro environment, we timely update various corporate governance regulations. We have also included ESG in the annual audit program to validate the performance of our activities to achieve sustainable development. By auditing the "Corporate Social Responsibility Best Practice Principles", ethical corporate management standard operating procedures (SOPs), legal compliance, and project management, we hope to achieve better control over risk management, finance, operational control, and legal compliance.

Note: We amended the "PHDC Corporate Governance Best Practice Principles" in August 2026.

In the past, Prince Housing & Development has actively responded to the planning matters of "Corporate Governance 3.0 - Sustainable Development Blueprint" released by the FSC. In 2025, we will continue to follow the "Sustainable Development Action Plan for TWSE/TPEx Listed Companies" to inventory and plan our actions in corporate governance and corporate social responsibility. Moreover, to introduce the business model and strategy of Prince Housing & Development, we will focus on governance, transparency, digitalization, and innovation to promote "deepen corporate sustainability governance culture", "reinforce sustainability information disclosure", "enhance stakeholder communication", and "promote ESG evaluation and digitization".

Board and Corporate Governance Framework

As the highest governance body of PHDC, the Board of Directors (Board) takes charge of the appointment and supervision of the company's management team to ensure the rights and interests of stakeholders and maximize benefits for shareholders. The Remuneration Committee, Audit Committee, Operations Committee, and Audit Office have been established under the Board of Directors to assist the Board of Directors in fulfilling their supervisory responsibilities. Each year the Board and management review the self-inspection results of all departments and the audit reports of the audit unit submitted to the Audit Committee for review and reported to the Board to ensure the effectiveness of risk management and internal control.



PHDC has adhered to the principle that half of the directors shall not be spouses or relatives within the second degree. In addition, an appropriate diversity policy is formulated based on the Company's operations, business model and development needs. The policy and specific management goals of board diversity have also been established. The goal is to consider diversity in the composition of members, including but not limited to basic conditions or values such as the director's gender, age, nationality, and culture, as well as professional background (such as law, accounting, industry, finance, marketing, or technology), professionals skills, or industry experience. In general, Board members shall possess the knowledge, skills, and accomplishments required to perform their duties, such as operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market outlook and leadership decision-making to achieve the desired corporate governance objectives.

In order to avoid conflicts of interest, we have established a system for directors to avoid conflicts of interest. Directors shall exercise a high degree of self-discipline and explain the important details of their interests or the legal entity they represent when they have a stake in a motion at the Board meeting. Such directors must not join the discussion and voting of the conflicting proposal that may harm the Company's interests. Additionally, they must recuse from the discussion or voting and must not represent other directors to vote. We also identify, supervise, and manage the risk of unethical behavior due to the conflict of interest based on the system for avoidance of conflicts of interest. The internal audit unit periodically reviews and assesses such risks and arrange appropriate reporting channels for related units to provide legal information regarding the avoidance of conflicts of interest of insiders for directors, the Audit Committee, and officers at any time. To lower and disperse the risk of severe damage caused to shareholders by the mistakes or negligence of directors and supervisors, we buy the directors and officers liability insurance for all directors and supervisors during their terms.

The performance evaluation of the Board of Directors in 2025 was mainly based on their participation in the Company's operations, improvement of the quality of decision-making by the Board of Directors, composition and structure of the Board of Directors, election and continuing education of directors, and internal control. In addition to the performance evaluation of the Board of Directors, the self-evaluation of the board members and the performance of the functional committees are also evaluated, and the performance results of the current year are reported to the Board of Directors. The evaluation results in 2025 were that the overall operation was good and complied with the relevant provisions of the Corporate Governance Best Practice Principles.

In 2025, the Board of Directors comprised 18 directors, including six independent directors (33.3%), meeting the Company's target proportion for independent directors. All directors have a three-year term. The Board of Directors has been re-elected for its 18th term (June 17, 2025 – June 16, 2028). All members of the Board hold Republic of China nationality, including four female directors, representing 22.2% of the total, which fulfills the diversity policy objective of having at least two female directors. Due to the characteristics of the construction industry, the proportion of female workers is generally lower. However, our company remains committed to maintaining a certain percentage of female representation on the Board of Directors. The Board members have professional backgrounds, and they come from diverse fields such as law, accounting, industry, finance, marketing, or technology. A total of 9 members have a master's or doctoral degree or above. In 2025, a total of six Board meetings were held, with an attendance rate of 96%.

▣ Board Composition by gender and by age group

Board Members	40-60 years old		Over 60 (excluding 60)		Total
	Male	Female	Male	Female	
Number of Directors	4	1	10	3	18

To strengthen Board competence, directors receive continuing education of different courses every year. In 2025, directors took continuing education courses up to 153 hours in total, and the each director took 8.5 hours of training on average. The training courses covered topics such as future global economic and market trends, recent regulatory updates and compliance responses, and governance quality regarding the review of sustainability reports and accountability for the quality of sustainability information disclosures. For further details on board of directors members and their continuing education, please refer to pages 25 and 26 of the 2025 Annual Report.

Remuneration Committee

We established the Remuneration Committee on September 30, 2011 with six independent directors with the same term as that of directors. Currently, it is the 6th term of the committee. In 2025, the Remuneration Committee held 2 committee meetings, with an attendance rate of 100%.

The major duties and functions of Remuneration Committee are as follows:

1. Establish and periodically review the policy, system, standard, and structure for the performance assessment and salary and remuneration of directors (including the chairperson and vice chairperson) and officers.
2. Periodically assess and establish the salary and remuneration of directors and officers.

When determining and assessing salaries and remunerations, the Remuneration Committee makes reference to the payment standard in the industry and considers the interrelation and reasonability among the personal performance, the company's business performance, and future risks to avoid the pursuit of salary and remuneration from overloading the company's risk appetite. The Remuneration Committee also considers the industry-specific characteristics and the company's sales performance when determining and assessing the profit sharing, salary, and remuneration of directors and officers.

Reasonable remuneration is granted in consideration of the Company's operational performance, the results of personal performance evaluation, and contribution to the Company. The Remuneration Committee establishes and periodically reviews the policy, system, standard, and structure for the performance assessment and salary and remuneration of directors and officers and timely review the reasonability of salary and remuneration (Note) based on the actual condition of operations and related laws and regulations and reports to the Board to make resolution. The gratification of directors is divided into the remuneration, honorarium, attendance fee, and reward for directors. In accordance with the Company's Articles of Incorporation and the Remuneration and Benefits Schedule for Directors, the Board is authorized to determine the gratification of directors based on the degree of their engagement in and contributions to corporate operations and the remuneration standards in the same industry. The gratification for the president and vice presidents is divided into salary and bonuses (reward for employees and year-end bonuses). No less than two percent of the profit in the year are distributed as the reward for employees based on the Company's Employee Salary and Bonus Distribution Standards and Regulations for Management of Officer Compensations and with reference to the personal performance and contribution to corporate operations. The Remuneration Committee reviews and approves the reward through discussion.

Note: Salary and remuneration include cash remuneration, stock options, profit-sharing and employee stock ownership, pension benefits and severance pay, various allowances, and other substantive reward measures.

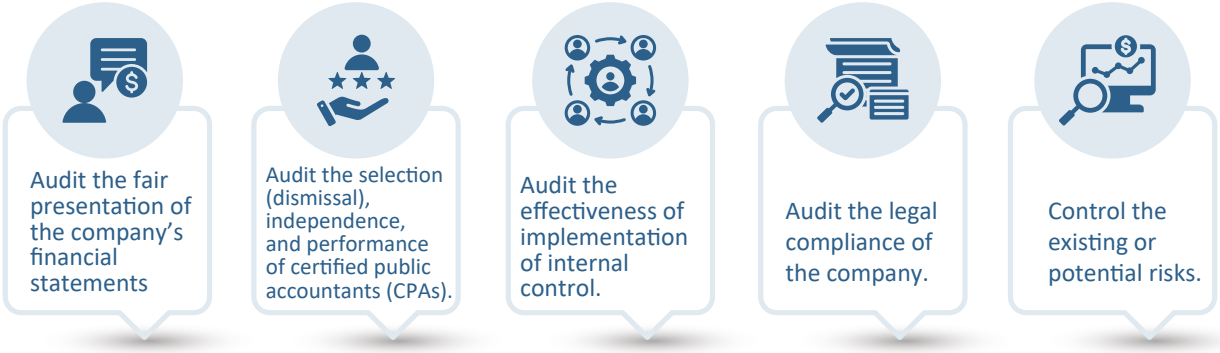
To implement corporate governance, improve the Board's functions, and set performance targets to enhance Board operational efficiency, we have established the "Board Self-Evaluation Regulations". The agenda working group of the Board and the Remuneration Committee conduct the evaluation once a year together. The scope of evaluation covers the Board, individual directors, and each functional committees. Each implementation unit gathers the information related to the Board's activities and distributes the "Board Performance Evaluation Self-Assessment Questionnaire", "Director Performance Evaluation Self-Assessment Questionnaire", and "Functional Committee Performance Evaluation Self-Assessment Questionnaire" for related staff to answer. Lastly, the agenda working group of the Board collect the responses, score the items according to the evaluation indicators, and records the results in the evaluation report submitted to the Board to make reviews and improvements.

In addition, to incentivize senior managers, relevant responsible supervisors, professional personnel, and all employees to prioritize long-term comprehensive performance and achieve sustainable operations, the Company is implementing a phased approach. Sustainability performance indicators have already been established for the performance goals of the president and senior managers, and are linked to bonus calculations. Currently, the remuneration and performance of senior managers (including the president, vice president, and head of the responsible department) are linked to ESG-related performance indicators, including: corporate governance evaluation scores and ranges, disclosure of information in the ESG report according to GRI/SASB standards, obtaining ISO 14001 certification, achievement of annual carbon reduction targets, and satisfactory performance evaluation results for BOT projects, among others. The performance and remuneration of the head of the responsible departments and the president/vice president are also linked to these ESG items and factored into remuneration calculations (achievement of performance indicators results in an increased annual performance score, which is then weighted in the annual performance bonus and salary adjustment, effectively using tangible rewards to support the advancement of sustainable development). Future long-term plans (5–10 years) will link the performance of relevant professional colleagues and all employees to the Company's overall sustainability indicators.

Audit Committee

We established the Audit Committee on June 21, 2016 with 6 independent directors with the same term as that of directors. Currently, it is the fourth term of the committee. In 2025, a total of 4 committee meetings were held, with an attendance rate of 100%.

Supervising the following matters is the main duty of the Audit Committee:



Besides periodically communicating the audit report results with the members of the Audit Committee, the chief internal auditor also presents the internal audit report at the Audit Committee meeting. When there are special circumstances, the chief internal auditor will also report to the members of the Audit Committee. In this year, no special circumstance was reported.

Operations Committee

To strengthen corporate governance and ethical corporate management, the Board approved by resolution the establishment of the Operations Committee and Management Optimization Guidance Team in June 2016. The committee is re-elected based on the same term of the Board. In response to the operational needs, the Board made resolution at the extraordinary meeting in August 2017 to appoint Chairman Chih-Hsien Lo to be the Company's chief strategy officer (CSO) concurrently. Operations Committee consolidates and reviews the ethical corporate management performance of the relevant units within the company. The 18th Operations Committee has been elected and is composed of five directors who are appointed by the chairman and the directors' representatives. Regular meetings are held to discuss important decisions of the Company. In 2025, the Operations Committee held 12 meetings, with an attendance rate of 95%.

In May 2015, the Board approved the "Ethical Corporate Management Best Practice Principles" (including the Procedures for Ethical Management and Guidelines for Conduct) in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies to enforce ethical corporate management in our routine operations, such as requesting the contractors to sign the "Statement of Compliance of Contractor" while signing construction contracts with contractors to request employees not to accept or promise undue advantage, such as bribes, commissions, proportional payments. We have also established the "Regulations for Prevention of Insider Trading" to protect the rights and interests of investors and the Company. In addition to establishinga specific reporting and reward systems for "insiders and outsiders to report unethical or improper behavior", we have also set up a reporting hotline and email address managed by the audit unit and published it on the Company's website. In addition, we have established standard operating procedures and confidentiality mechanisms for investigating reports of misconduct under the "Procedures for Ethical Management and Guidelines for Conduct" to ensure that whistleblowers are not subject to any improper treatment after reporting. In discovery of corruption, employees may directly report to the Audit Office. In 2025, Prince Housing and Development Corp.'s Audit Office did not receive any reports of corruption.

- **Internal control system:**
  We establish the accounting system and internal control system in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies to prevent unethical behavior and thereby lower the risk of unethical behavior through system planning. Through advance prevention and post hoc detection, we hope to implement full-scaled ethical corporate management.

- **Annual audit:**
  The annual audit program established according to the results of risk assessment provides a basis for audit implementation, audit report composition, improvement follow-up, and results reporting for approval. Audit items shall be submitted to the Board for review by the end of the next month after the completion of all audit items. The chief internal auditor shall attend the Audit Committee meeting and Board meeting as a guest to present the audit report. In accordance with results of the 2025 annual audit report, no significant corruption was detected at PHDC.

- **Annual evaluation of senior executives:**
  Besides requesting all supervisors to set an example in maintaining business ethics and integrity, we also include them in the officer annual performance evaluation.

- **Non-disclosure agreement of employees:**
  To protect the company's confidential data, employees are requested to sign the " Non-Disclosure Agreement " (NDA) when they start service at PHDC. In 2025, the NDA signing rate among new hires in PHDC's core business operations reached 100%.



Membership associations

Since its inception, Prince Housing and Development Corp. has actively participated in trade associations relevant to its core business, as well as national organizations such as the Chinese National Association of Industry and Commerce, Taiwan, and the Taiwan Regional Engineering Contractors Association. Details of our participation in industry associations are shown in the table below. In the future, we will continue to participate in the relevant unions and associations to capture the opportunities for business exchange and cooperation with other constructors so as to engage and discuss with the government the relevant industry policies through sharing practical experience and expertise.

Association	Participant	Role
Taichung Construction Quality Control Association	Prince Housing and Development Corp.	Director
Chinese National Association of Industry and Commerce, Taiwan	Prince Housing and Development Corp.	Member
FIACBI-Taiwan	Prince Housing and Development Corp.	Member
The Institute of Internal Auditors-Chinese	Prince Housing and Development Corp.	Member
The Real Estate Development Association of Taipei	Prince Housing and Development Corp.	Member
The Real Estate Development Association of Tainan	Prince Housing and Development Corp.	Member
Taoyuan Real Estate Development Association	Prince Housing and Development Corp.	Member
The Estate Development Association of Kaohsiung City	Prince Housing and Development Corp.	Member
The Real Estate Development Association of Kaohsiung	Prince Housing and Development Corp.	Member
Taichung Real Estate Development Association	Prince Housing and Development Corp.	Member
Real Estate Development Association of Tainan City	Prince Housing and Development Corp.	Member
Tainan City Hotel Association	Prince Housing and Development Corp.	Member
Taipei Hotel Association	Prince Housing and Development Corp.	Member
Taiwan Regional Engineering Contractors Association	TCCE	Member
Taiwan Water Pipe Engineering Association	PUEC	Member
Taiwan Electrical Contractors Association, R.O.C.	PUEC	Member
Tainan City Apartment Building Management and Maintenance Commercial Association	Prince Property Management	Member
Tainan City Rental Housing Service Business Association	Prince Property Management	Member
Kaohsiung City Building Management and Maintenance Services Association	Prince Property Management	Member
Taipei Security Commercial Association	Prince Security Service	Member
The Security Union of Tainan City	Prince Security Service	Member
Kaohsiung Security Service Association	Prince Security Service	Sponsor Member

Note: No participation in any national or international initiative in 2025.

2.2 Careful risk management

Risk management not only affects the Company's operations, but also has a significant impact on the reputation. To ensure the integrity of the Company's risk management system and improve risk management operations, the "Risk Management Policy", approved by the Board of Directors, was formulated in 2021 as the highest guiding principle of the Company's risk management. We periodically assess and identify relevant risks that may affect the sustainable development of the Company every year. With management policies formulated, covering management objectives, organizational structure, and attribution of authority and responsibility, and the mechanism of the risk management procedures implemented, we manage to control the risk within the acceptable range.

PHDC established the "Risk Management Team" in 2021, with the President as the convener to coordinate and direct all responsible units to promote the Company's risk management matters. Each responsible unit identifies, analyzes, and evaluates the potential risks, distinguishes the risk categories, and manages and supervises the possible risks and impacts through appropriate procedures to effectively control the risks. We actively promote the risk management mechanism and regularly report the implementation status of the current year to the Board of Directors every year. Additionally, we organized internal and arranged external risk management courses related to service quality, information security, project construction, personal data, and labor-management issues in 2025 to enhance the risk awareness of employees. A total of 829 persons received a total of 1,857.5 hours of training.

▣ Risk Management Organizational Structure





During the annual risk assessment, employees considered the related risks that may affect sustainable corporate development and draw up management policies for the identified risks. In 2025, the scope of risk management covered three aspects of ESG, and seven risks were identified as follows:

	Environmental Risk		Social Risk	
Risk	 Land Development	 Environment and Climate Change	 Planning and Design	 Construction Quality and Safety
Risk Impact and Description	Prevented development due to problems in geological structure (liquefaction areas and faults), pollution, NIMBY facilities, illegal occupation and rights creation, or discovery of historical sites (remains) on the purchased land.	Due to the impact of global warming and GHGs, extreme weather events may cause damage to construction sites and buildings, and lack of work and materials, resulting in financial losses to the Company.	Unmatched building bulk ratio bonus adjusted by the competent authorities with the Company's demands.	1. Damage on brand image due to the warranty against defects for low construction quality. 2. Litigations for work-related injuries of workers due to improper site safety management and inadequate worker training. 3. Increased costs and extended construction duration due to labor and materials shortages. 4. Severe climate changes cause construction and housing hazards.
Responsible Unit	Land Development	Strategic Planning Office	Planning and Design	Engineering Management Department
Management Procedures and Operation	Investigate and assess land in terms of four aspects: deed, site, market, and regulations; and purchase land suitable for construction and development through onsite inspection and verification over the government inquiry platforms.	In accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and referencing the IFRS S2 framework, the Company discloses governance, strategy, risk management, and relevant metrics and targets related to climate risks and opportunities. Furthermore, the Company establishes a management framework for corporate climate risks and opportunities, conducts identification processes, and plans and implements response strategies accordingly. Conduct GHG inventory in accordance with the ISO 14064-1 standard to inventory and grasp the Company's GHG emissions equivalent to respond to carbon management trends.	Analyze and establish handling plans with engineers and architects with reference to the experience of existing projects in the same region and the records of land development and construction projects in the same region over the years.	1. Conduct self-inspection on various project items during the construction period to ensure the quality requirements for structure safety and renovation, and maintain complete records of the results of various quality inspections and tests. 2. Personnel entering the site must sign a hazard notice every day, inspect and manage safety facilities in the work area, contract contractors to require contractors to comply with laws and regulations, provide regular safety and health education and training for employees, and hold periodic site safety and health agreement organization meetings. 3. Make advanced construction duration planning, advance materials preparation at appropriate times, arrange labor in advance, and develop alternative engineering methods to reduce labor demand. 4. To mitigate potential injuries and losses arising from climate change risks such as strong winds, torrential rain, and intense sunlight, advance planning, analysis, and responsive measures are implemented to ensure the safety of construction sites, personnel, and buildings.

Risk	Social Risk	Governance Risk	
	Sales Service	Information Security	Financial Management
Risk Impact and Description	1. Unable to collect the balance as scheduled when handover is prevented by improper inspection and acceptance or repair. 2. Customer complaints about personal data leakage	Data damage or leakage resulting from virus infections or cyberattacks.	Unfavorable impacts due to capital risks such as inflation, credit control, or liquidity.
Responsible Unit	Sales	Information	Finance
Management Procedures and Operation	1. Send staff to run the walk-through with customers, request workers to complete repairing found defects within two weeks, and ask sales staff to follow up on the improvement. 2. Request consignment brokers and their employees to sign the “ Personal Data Non-Disclosure Agreement ”. 3. Include personal data protection terms in the sales contracts and keep and retain contracts confidentially after customers sign them.	1. Users' computers are equipped with various anti-virus software, virus codes are updated automatically, and computer management privileges are limited to reduce the chance of hackers and virus intrusions. 2. Set up a firewall to block the random distribution of hackers and malware, and constantly review the security of the intranet architecture to improve the ability to block viruses and spam. 3. Important files are stored on the server, and permissions are strictly controlled. Regularly perform recovery drills on key servers to confirm recovery procedures and backup integrity. 4. Cybersecurity is listed as an annual compulsory course to educate employees to prevent the Company's computers from being infected by viruses. 5. Establishment of an information security unit and procedures for internal control of authority and responsibility.	1. Review the status of financing credit periodically, including the contract duration, financing terms, and market conditions based on the Board-approved capital policy. 2. Divide capital utilization into short-, medium-, and long-term use based on the steady principle to maintain the liquidity of capital and credit to meet various capital needs. 3. Continue to maintain each credit to ensure adequate storage of the capital pool. 4. Grasp the monetary tightening policy of banks to make more appropriate capital allocation to enhance efficiency.

Information security

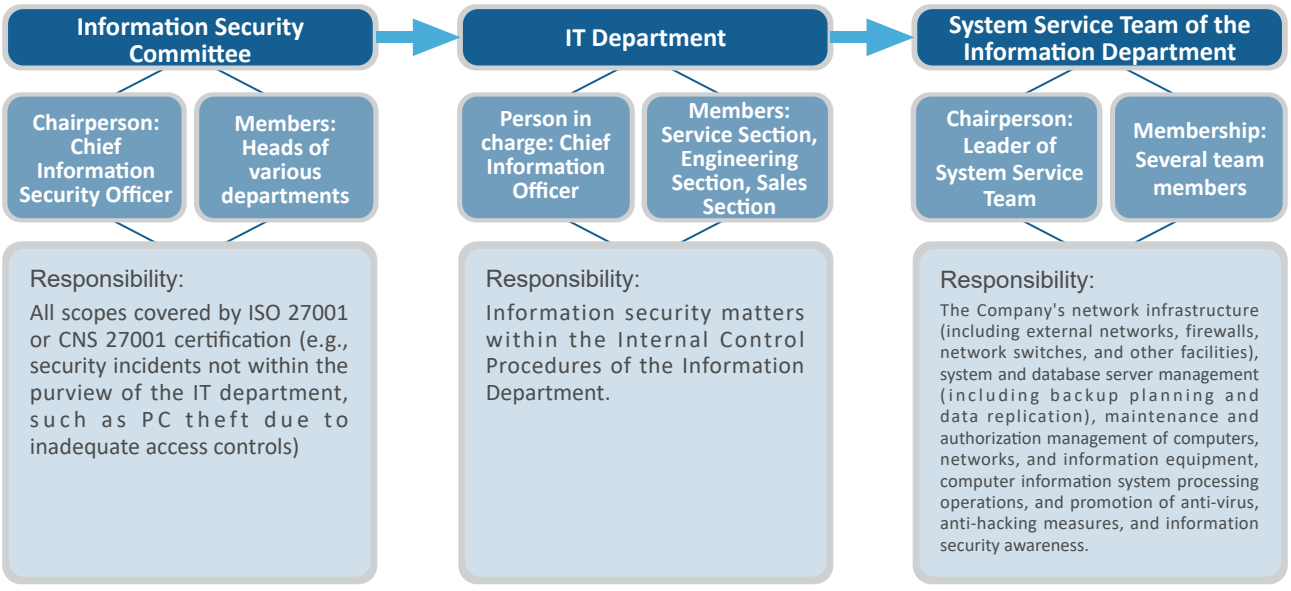
PHDC has established the information security policy, which mainly covers three aspects:

1. System specifications: The Company's information security management system has been established with the operation and behavior of personnel regulated. Whether the relevant system is in compliance with laws and regulations and changes in the operating environment are reviewed every year and adjusted at any time according to the needs.
2. Hardware: The information security management system is mainly to prevent various external information security threats. In addition to adopting a multi-layered network architecture design, various information security protection systems are used to enhance the security of the information environment to implement information security management measures.
3. Personnel training: The Company regularly provides information security education and training, holding cybersecurity courses every six months and requiring all employees to complete at least one learning course annually. If unable to participate, the Company also provides information security online learning (E-Learning) courses to enhance all employees' information security knowledge and professional skills. If any colleague fails to complete the course for the year, the Information Department and the Administrative Department will monitor and follow up the matter, and completion will be included as an item in their annual performance review.

PHDC adopts the Plan-Do-Check-Act (PDCA) approach for management of information security operations. In 2022, an Information Security Committee was established chaired by the Chief Information Security Officer, composed of the heads of each division. The Committee oversees the entire scope of ISO 27001 or CNS 27001 certification, and to be the unit with the highest authority and responsibility for the Company's information security. The Information Department has a head and subordinate teams such as the System Service Team, the Public Works Team, and the Sales Team, who are mainly responsible for the information security matters specified in the Internal Control Procedures. The person in charge of the System Service Team of the Information Department is the team leader, responsible for the Company's network infrastructure, system and database server management, equipment maintenance, and information security awareness education. Based on this, the information security management of PHDC is divided into three levels from top to bottom, namely, the Information Security Committee, the Information Department, and the System Service Team of the Information Department.

Before the end of each year, the System Service Section of the Information Department proposes the information security plan (including protective measures and improvement plans) for the next year. After the Information Department, Information Security Committee, and president review and approve the plan, the implementation progress is reported to the President, the Information Security Committee, and the Chief Information Officer on a quarterly basis for the following year. In addition, according to the "Regulations Governing Establishment of Internal Control Systems by Public Companies", the Audit Office incorporates the "Control of Information Security Inspection" into the annual audit plan. If any deficiencies or risks are found in a regular audit, the relevant units will be requested to conduct a review. Specific improvement plans and schedules are proposed, and improvement progress is regularly tracked to implement the Company's information security policy. Vulnerability scanning and social engineering drills are expected to be conducted in the second half of 2025. The main purpose of the vulnerability scan is to simulate attacks by both malicious and legitimate users on PHDC's information system defenses. A vulnerability scan also helps identify weaknesses in the system and provide recommendations and guidance for improving and fixing these vulnerabilities, ensuring the confidentiality, integrity, and availability of the program. The main purpose of social engineering drills is to raise employees' awareness of information security, reduce the risk of hacking, and ensure employees do not open or forward phishing emails. In 2026, one social engineering drill is scheduled to be conducted. The primary objective is to evaluate employees' ability to identify phishing emails, malicious links, and fraudulent messages by simulating real-world cyberattack scenarios. This initiative aims to examine vulnerabilities within the Company's information security defense framework and build a "human firewall," thereby reducing the risk of data breaches caused by human error and putting the commitment to information security governance into practice.

▣ Management structure of the information security unit:

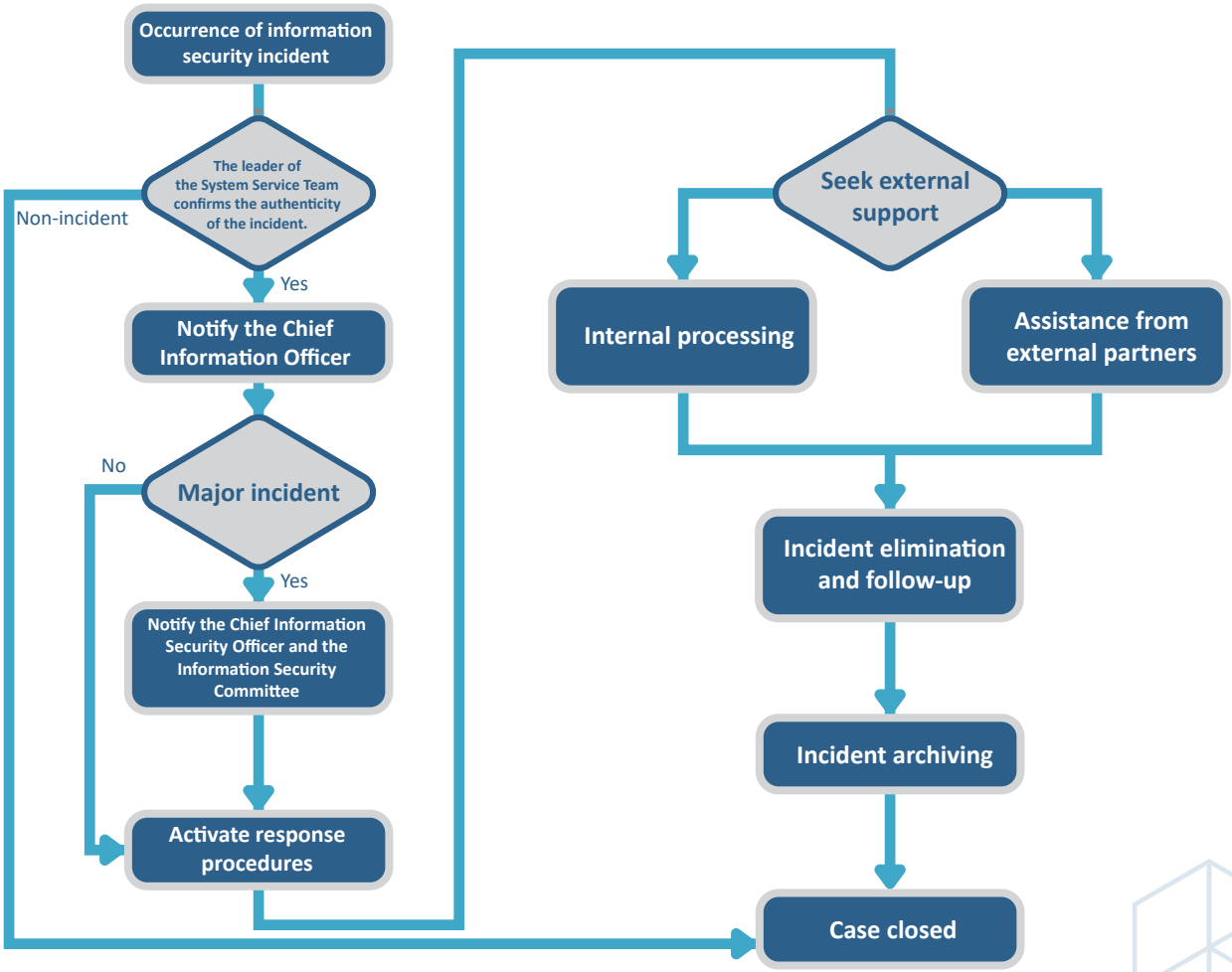


Specific counteractions related to information security are as follows:

Item	Specific Management Measures in 2025
Education and Training	In 2025, a total of 209 person-times completed information security training courses to strengthen company-wide protection, while three members of the Information Department's System Service Team were dedicated to information security improvements.
Backup and Drills	Conduct disaster recovery (DR) restoration and backup recovery testing at least once every six months to regularly verify data restorability.
Social Engineering	Conduct one phishing email identification and reporting drill to mitigate social engineering risks.
Vulnerability Management	Conduct one vulnerability scanning exercise, remediate identified vulnerabilities, and continuously report and track remediation progress.
Threat Intelligence Sharing	Continuously monitor Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) advisories, assess potential impacts, and respond promptly.
Peripheral Devices	Upgraded Forti systems and continuously updated versions to enhance intrusion prevention and blocking capabilities.

Information security reporting process

PHDC has planned a complete information security reporting process. When an information security incident occurs, the leader of the System Service Team verifies the authenticity of the incident and notifies the Chief Information Officer. A major incident will be further reported to the Chief Information Security Officer and the Information Security Committee members to be further evaluated whether it is necessary to seek assistance from external partners. After the incident is eliminated, follow-up tracking is conducted, and the incident is archived and closed.



2.3 Rigorous Regulatory Compliance (GRI 2-27)

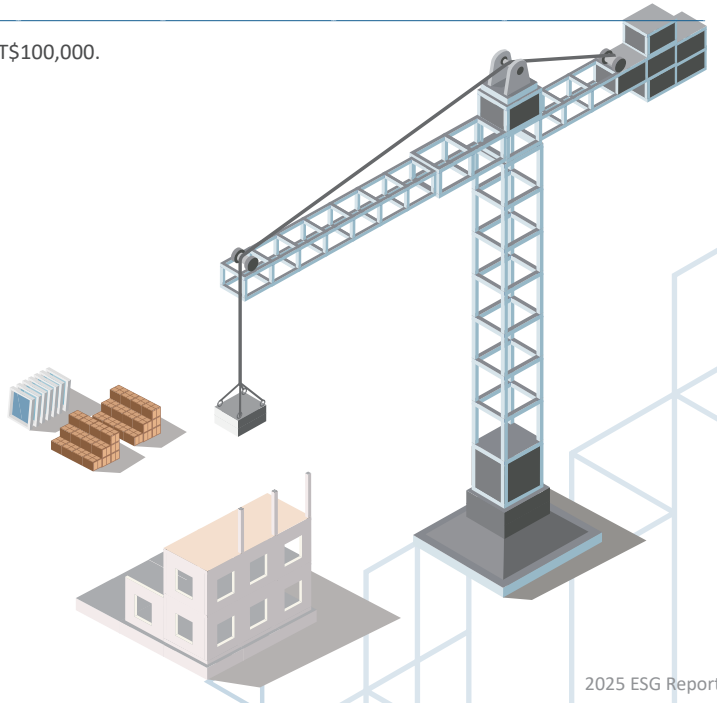
We have stipulated the regulations in relation to legal compliance in the "Ethical Corporate Management Best Practice Principles" to request all employees to abide by the regulations relating to fair competition, products, and services. Ensure that contracts and customer service comply with all applicable laws, with legal review and assistance provided. Contracts will also be reviewed by attorneys and updated to reflect changes in legislation, and relevant external contract clauses will be timely reviewed and maintained. We also arrange education, training, or publicity activities for important laws and regulations. The education and training for 2025 included practice and cautions for internal control and audit, ethical corporate management of CSR, labor dispute prevention and corporate governance, eight aspects of labor legal compliance, corporate legal compliance and director supervision obligations. With these courses, we aim to enhance the understanding of industry-related legal compliance of employees. In the self-assessment sheet for all departments, we have also included self-assessment items on legal compliance to ensure the performance of legal compliance at each department.

In response to changes in laws and regulations, we will announce on the homepage of the Company's internal EIP website about major laws and regulations issued by the competent authority and facilitate the understanding of the employees through education and training. The audit department communicates with each department the impact on the operating cycle of the updated laws and regulations from time to time. Additionally, after assessing the scope of impact of the legal amendments in the year, it audits the compliance with such amendments and records performance in legal compliance in the audit report. In addition, the President requires all regions to report the current fines during regular meetings, so that all regions can implement legal compliance.

In 2025, Prince Housing and Development Corp.'s core business recorded two non-material penalty incidents. Operations were immediately suspended to implement corrective actions, followed by reviews and training sessions. All issues have since been fully rectified. Incident details are as follows:

Construction Project Name	Violation Incident	Regulatory Basis	Date	competent authorities	Fine Amount	Corrective Actions
Lot No. 939, Shanjia Section, Tainan	Building construction sites shall be equipped with appropriate equipment or measures to maintain safety, prevent hazards, and prevent fires.	Article 63 of the Building Act	114.5.22	Public Works Bureau, Tainan City Government	NT$18,000	Operations were suspended to implement corrective actions, and employee training was conducted.
Lot No. 939, Shanjia Section, Tainan	Contact and overlapping surfaces of steel members shall be secured with metal fasteners such as bolts or rivets.	Subparagraphs 2.6, Paragraph 1, Article 131 of the Occupational Safety and Health Facilities Standards for Construction	114.5.22	Occupational Safety and Health Administration, MOL	NT$60,000	Operations were suspended to implement corrective actions, and employee training was conducted.

Note: A material fine is defined as a single penalty exceeding NT$100,000.



2.4 Robust Financial Performance (GRI 201-1)

At PHDC, we manage financial performance in terms of the following six principles: asset revitalization, active receivable collection, precise land procurement, effective cost control, prudent investment, and talent development.



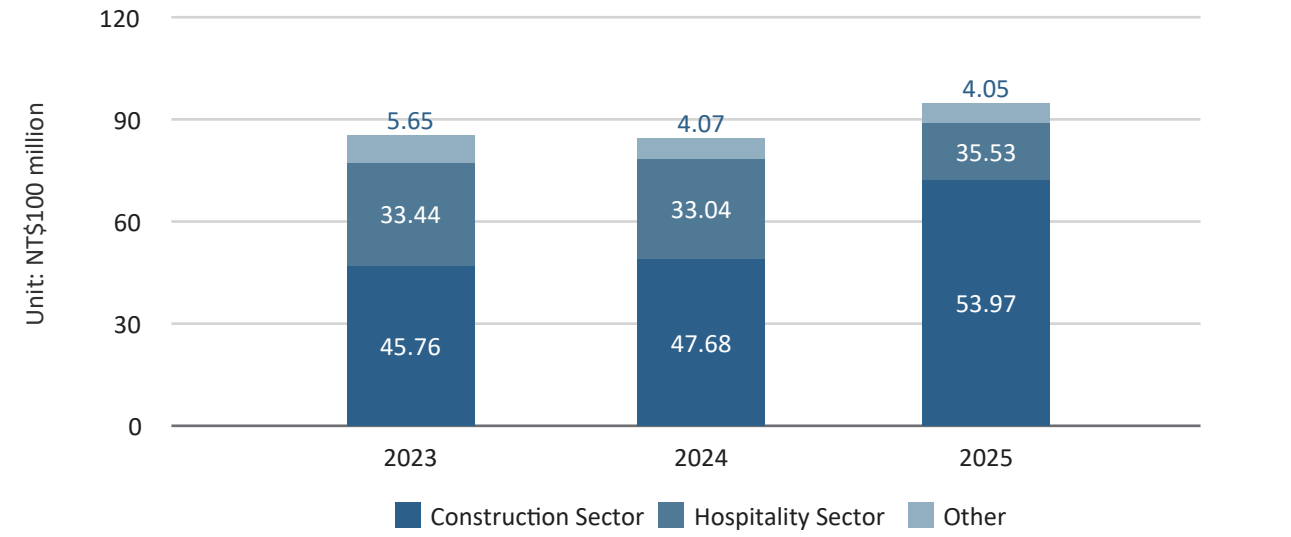
In response to the potential impacts of changes in policies and the macro environment, the construction sector periodically assesses land and its neighboring environment and launches products that meet regional needs according to the regional attributes so as to fulfill the market demand. Additionally, we diversify fund sources by issuing corporate bonds and launching seasoned equity offering to reduce the cost of funds and dependency on bank financing. In response to the trend of the industry and opening policy, the hospitality sector integrates the group's resources to engage in investment property and tourism hotels so as to increase long-term, steady income.

While creating revenues, we spare no efforts in maintaining product quality and making product innovations. Apart from maintaining our standard quality in structure construction, we also build smart and healthy homes in terms of culture and creativity, technology, and arts and literature.

Prince Group Financial Performance

The consolidated paid-in capital was NT$16.233 billion. In 2025 the consolidated revenue and consolidated net income after tax were NT$9.355 billion and NT$498 million respectively. Among them, the operating revenue of the Construction Department was NT$5.397 billion , and the operating revenue of the Travel & Accommodation Department was NT$3.553 billion.

Total Annual Revenue	84.85	84.79	93.55	NT$100 million



Note 1: The figures are based on the consolidated statement of comprehensive income and consolidated balance sheet certified by CPAs. The revenue of each business group is quoted from the segment profit and loss asset information disclosed in the notes.

Note 2: Please refer to the consolidated financial statements of Prince Group and the individual financial statements of PHDC published on the Market Observation Post System (MOPS) for other business and financial performance.

Economic Value Generated and Distributed (EVG&D) within PHDC

By maintaining steady management results, we hope to create a return on equity, maintain the rights and interests of employees, and improve community quality by demonstrating our financial performance.

Prince Housing & Development Corp.'s standalone annual operating revenue was approximately NT$1.118 billion, with a net profit for the period of approximately NT$535 million. Operating costs and expenses increased compared to 2024, primarily due to the growth in operating revenue in 2025 and the corresponding increase in related costs and expenses. The economic value generated and distributed in 2025 is as follows:

▣ Amount in 2025

Unit: NT$ thousands

Direct economic value generated	
Revenue (Note 1)	1,117,868
Allocated economic value	
Operating costs and expenses(Note 1)	1,088,348
Employee salary and benefits(Note 1)	236,997
Payment to contributors(Note 1)	486,998
Payment to the government(Note 2)	114,008
Community investment(Note 3)	200

Note 1: Extracted or summed up from the 2025 individual financial statements certified by CPAs.

Note 2: Information extracted from the corporate financial and accounting system.

Note 3: Information extracted from the corporate financial and accounting system, direct donation expense.





3

Sustainable Environment and Products

3.1 Land development assessment

3.2 Sustainable architectural design and innovation

3.3 Quality control for excellent buildings

3.4 Maintenance of construction environment

3.5 Supplier management and procurement practices

3.6 Climate and environmental management



Material topics covered in this chapter **Building quality and safety, waste management**

Material Topics	**Construction quality and safety**
GRI Indicators	GRI 3-3
Impact Description	Building quality and safety is one of the aspects that PHDC attaches great importance to. We have implemented strict safety and quality requirements and control during the construction and completed house inspection stages to produce high-quality and high-safety construction products.
Policies and Commitments	We has designated internal construction quality audit items to thoroughly monitor all stages of the building's life cycle through the safety and quality control at each stage to the post-completion building quality safety verification. In terms of reinforcing construction safety knowledge, we encourage our colleagues to participate in external education and training courses to improve their construction safety and professional capabilities.
Action Plan	**Positive impact management:** • By implementing construction safety and quality training, internal quality audits, and the newly deployed Dahua CMS integrated surveillance system and CREATE MIRACLE real-time monitoring system in 2025, we aim to enhance construction quality and yield while safeguarding customer health and safety. **Negative impact management:** • Orderly and rigorously implement internal construction quality audit items.
Goals	**Short-term (2026-2027):** • Continue to hold the Company's construction quality education and training courses and external quality control training courses. • Self-inspection mechanism and internal audit for each project. • Over 50 hours of internal and external training courses. **Medium- and long-term (2028 ~ 2032):** • The internal audit rate of the Company's construction quality to reach 100%. • Over 75 hours of internal and external training courses.
Effectiveness Assessment	A total of 233.5 hours of internal and external education and training courses were organized in 2025, with a total of 105 participants.
Resources	There are a total of 42 employees across the northern, central, and southern regions, including employees from the Engineering Management Department responsible for building quality and safety.
Responsible Unit	Project Construction Office, Engineering Management Department, Audit Office.
Grievance mechanism	We value the opinions and ideas of our employees and customers. Employees can submit their views and suggestions through the Company's email and hotline. After-sales services are reported to the sales supervisors of the operations division in each region, and department heads of various regions will discuss the problems and discuss the solutions before reporting to the group head or President to approve the handling method. • Northern Region: 02-2758-9599 or 0800-025555 • Central Region: 04-2242-7376 or 0800-423153 • Southern District: 06-282-1155#1305 or 1306 • https://www.prince.com.tw/stakeholders/contact.html

Material Topics	**Waste management**
GRI Indicators	GRI 3-3, GRI 306-2
Impact Description	PHDC shall manage and reduce office and construction waste, including emissions management policies, emissions volumes, and recycling and improvement measures. Reduction targets shall be established and monitored to avoid and reduce environmental impacts.
Policies and Commitments	In accordance with the “ Construction Waste Management Strategy ” of the Ministry of Environment, PHDC has established a construction site waste management mechanism, and continues to promote waste reduction measures at the headquarters and construction sites. In the future, we will formulate management measures and tracking targets to reduce the generation of construction waste. At the same time, we will strive to control the disposal flow to refrain from illegal disposal.
Action Plan	**Positive impact management:** • The construction site waste management mechanism has been established in accordance with the "Construction Waste Management Strategy", and the waste reduction and classification management is implemented for construction waste. **Negative impact management:** • Obtain a triplicate form of government-accredited cleaning service providers for reporting to competent authority. • Strictly control the flow of waste disposal at construction sites to ensure that qualified government-accredited cleaning service providers are entrusted to implement waste treatment, and the qualifications of qualified service providers are regularly reviewed.
Goals	**Short-term (2026-2027):** • Committed to waste reduction, we continue to review the waste classification and recycling situation in offices and construction sites. **Medium- and long-term (2028 ~ 2032):** • Continue to implement waste reduction and minimize environmental impact.
Effectiveness Assessment	• Regularly monitor and review the amount of waste generated in offices and construction sites. • Periodically follow up on the disposal and final flow of waste by qualified government-accredited cleaning service providers.
Resources	Each project is preliminarily classified and provided to the contractor for detailed classification.
Responsible Unit	Contractors, Project Construction Sites, Engineering Management Department
Grievance mechanism	We value the opinions and ideas of stakeholders, and welcome any valuable feedback on waste management and reduction submitted through the Company's hotline. • Taipei: 02-2758-9599 • Tainan: 06-282-1155 • Taichung: 04-2242-7376

Building life cycle management strategy of Prince Housing & Development



Land development stage

- Before land procurement, we will screen and investigate the candidate parcels. Apart from avoiding the geologically sensitive areas and active faults announced by the Central Geological Survey, Ministry of Economic Affairs, we also endeavor to avoid land development around ecological conservation areas and eliminate not-in-my-back-yard (NIMBY) facilities or negative factors, such as noise, crematoriums, incinerators, power sub-stations, road junctions, and others that are unfavorable to the residential environment, so as to minimize environmental, economic, and social risks.



Planning and design stage

- After obtaining legal building land, engineering survey and measurement and regulatory and market integrated review will take place. Then, architects are hired to make legal planning for the 2D and 3D space, structure system, and mechanical and electrical (M&E) equipment in accordance with the Building Act to avoid illegal mezzanine design and ensure compliance with the seismic and fire safety regulatory requirements of buildings.
- To meet with the sustainability trend, we will include eco-friendly practices in site design and plan and design landscape from the angle of ecological and environmental protection to create symbiosis with ecosystems and the environment.



Construction stage

- To ensure construction quality and safety, we stringently supervise and manage the construction quality and progress of contactors. Based on the construction progress, each worksite must conduct site audits in accordance with the project construction cycle in the internal audit operation at least after the following three stages: completion of the slab of the first floor; structure completion; completion, handover, and sales service. Each worksite should also perform irregular checks on items such as the slab, rebar, grouting, and other important work items.
- In construction environmental maintenance, wastewater and waste treatment and disposal are implemented in accordance with the legal requirements for pollution prevention. Resource conservation and noise reduction are also practiced to minimize the impact on the surrounding ecosystems, environments, and residents.



Completion and home inspection stage

- After inspection and acceptance, the ownership of the completed building will be transferred to customers. Then, we will offer 15 years of warranty for the building's main structure and one year of warranty for ordinary equipment for consumers not to worry about building safety issues when they are living inside.

3.1 Land development assessment

As Taiwan is densely populated, and land use brings huge impact to the overall living environment, careful selection off development sites and the best use of land resources are our main concerns. Hence, we have established the land development SOP to implement stringent control with various assessment items to prevent new construction projects from causing irreversible economic, environmental, ecological, and geological impacts to the local area and thereby ensure products are provided for customers based on the best foundation.

Capturing the latest land information

Upon the respect for land, we treat each piece of land with the most rigorous and integral attitude. Before acquiring the land, a series of rigorous and careful controls are implemented to ensure land use and development so as to ensure the legal compliance of each development project and the security of ownership. To collect real-time information on land availability, we regularly monitor news and track discussions to ensure the security of significant land development investments.

Daily: Capturing information from news and government announcements

Based on the relevant news and government announcements, we gather the relevant news of the market, land, and competitors to ensure that no divergence of market conditions of the investment decisions. By doing so, we can also understand the latest status of land development in competitors and keep track on important government investment and tendering projects.

Periodically: Land follow-up meetings

Rigorous assessments are implemented on land with developmental potential so as to purchase such land when the market conditions allow.

Description of land analysis and investigation

The assessment items for land development are tabulated below:

Preliminary development analysis

The direction of development is determined and risks are minimized in consideration of the trend of regional population growth, current status of economic development, and important development projects. When making a development decision, we will assess the following infrastructures and economic conditions for the reference of site selection.



- **Ownership investigation:** Verify if landlords are simple or there is registration of restriction.
- **Regulatory investigation:** Verify if there are prohibitions or restrictions on construction, limits on the maximum height from base, or restrictions on transaction methods
- **Environmental investigation:** Avoid geologically sensitive areas, verify if the development site is located in high-risk areas of soil liquefaction and its distance from faults
- **Transportation investigation:** External accesses and walking time to metro stations
- **Industry condition investigation:** Avoid industrial zones and select livable environments
- **Amenity investigation:** Verify if the site is close to schools, parks, etc.
- **NIMBY facility investigation:** Avoid geomancy flaws and eliminate any external environments, that may affect living quality, such as adult entertainments, temples, transmission towers, power sub-stations, recycling yards, and others
- **Risk assessment:** As it is time-consuming to integrate too many landlords, the development schedule and fund utilization will be affected
- **Decision-making process:** After determining the development feasibility, the management team submits the results to the Operations Management Committee to make the decision. The review and approval procedures include: land development office --> sales department, works department, design department, financial department, land development department of each division --> head of the branch --> President --> Chairman.

Sales analysis

Provide the most localized products.

- Compare site and tendering project locations and run the SWOT analysis to determine product positioning and price ranges.

Planning analysis

Design the most beautiful and more representative products

- Environmental impact assessment, land use control analysis, soil and water conservation plans, traffic impact analysis, urban design review, incentive value analysis, adjustment of the ratio of public area, reasonable layout, and lighting and ventilation condition. Quality comes before being a regional landmark.

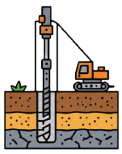
Engineering analysis

Most robust and most seismic-resistant building

- Site condition investigation, NIMBY facility investigation, surrounding investigation, and adjacent land condition investigation to prevent affecting adjacent property, utility pipeline investigation.
- Rigorous construction: Construction safety first

Execution of regulatory investigation and evaluation

Geological drilling and survey and adjacent property verification are conducted after land procurement; and structure external evaluation is performed when meeting the government regulatory requirements. All these processes are implemented by a third-party unit according to the relevant regulations.



Geological Drilling and Survey

Geological drilling and survey are important preparations for construction engineering design. The results of geological drilling and survey will be the reference for determining building safety and design methods. Geological drilling includes soil sampling and groundwater water table survey. The results of geological drilling provide the fundamental information for building structure design and the behavior required for determining building structure safety.



Adjacent Property Verification

After visual inspection and instrumental survey, drawings, text description, and photos are used for producing the verification report. When disputes over damage caused by construction occurs in the future, these records are used to compare the damage and changes for the reference of determining the cause(s) of and accountability for the damage. Adjacent property verification can protect the legal rights and interests of both the owners of adjacent property and constructors, prevent and reduce disputes over adjacent property damage.



Structure External Evaluation

In accordance with the Building Act, buildings over 15m tall or buildings below 15m tall with reinforced concrete (RC) structures with design span over 15m, constructors shall hire a third party, such as the civil engineering association or structure engineering association, to implement a structure external evaluation. Structure external evaluation aims to verify if the fundamental design, structure system is layout ideal to prevent structure damage and casualties caused by severe natural disasters.

Through the geological sensitivity inquiry provided by the Central Geological Survey, MOEA, no land held by the Company in 2025, nor the houses delivered on it, were located within a groundwater recharge sensitive zone. In addition, we identify whether any land is located in the 100-year flood zone to understand the extent of the disaster risk and evaluate potential prevention costs. As of 2025, none of the Company's land holdings were located in a 100-year flood zone.

3.2 Sustainable architectural design and innovation

In support of the UN SDGs and the sustainable architecture policy, we introduce the Architecture 7.0 Smart & Healthy Home featuring sustainable and innovative design concepts to solve problems related to climate change and water. Apart from emphasizing energy and water conservation, it also includes intelligent and healthy designs. Various automatic devices are linked by the Internet to demonstrate high-efficiency overall services and functions to ensure the safety, convenience, and health of homes and minimize the negative environmental impact of buildings.

Implementing Design Factors of Environmental Sustainability

In response to national policies, Prince Housing and Development Corp. continues to incorporate solar photovoltaic (PV) systems and rainwater harvesting facilities into its projects. Across completed projects, the total installed solar PV capacity has reached 359.44 kW, generating an estimated 413,898 kWh of solar power annually—equivalent to the annual electricity consumption of approximately 100 households (Note). Furthermore, the Shanjia Section project, scheduled for completion in 2027, is expected to add an additional 2.9 kW of installed capacity. The total rainwater harvesting storage capacity stands at 8,980.1 tonnes. With the installation of rainwater harvesting facilities for the Shanjia Section project in Southern Taiwan scheduled for completion in 2027, an estimated 201.6 tonnes of additional storage capacity will be added. Additionally, we have also used the relevant environmental protection solutions in some construction projects, including eco-friendly paints, recycled materials, energy-efficient construction materials, plasterboards, water-efficient toilet bowls, waste reduction, and EV-related accessories for building products that consume fewer resources during use. For the Shanjia Section project scheduled for completion in 2027, the application area for dry gypsum board construction is 8,060 square meters, and eco-friendly coatings account for 80% of total coatings used. Through these measures, we further mitigate the environmental impacts of new construction projects across their life cycle.

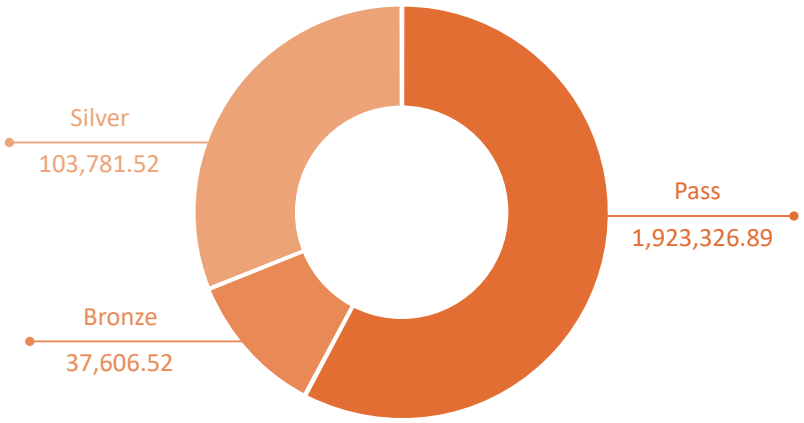
Green building encompasses the benchmarks for environmental sustainable development, such as sustainability, energy conservation, and waste reduction. We are committed to minimizing energy and resource consumption and generating the least waste at all stages of the product life cycle, including site selection, design, planning, construction, renovation, and demolition, while maintaining ecology, energy conservation, and health at the same time. By 2025, seven of our projects have passed the Green Building Label certification. They occupy a total registered floor area up to 229,674.62m2, equivalent to the total floor area of 2.52 Taipei Arenas. Additionally, eight of our projects have also obtained the Candidate Green Building Certificate. They occupy a total registered floor area up to 283,606.73m2. In addition, Prince Housing and Development Corp. launched a new project in Beitun District, Taichung City in 2025. This project will be constructed in accordance with Taichung City's "Livable Building" standards, incorporating greenery and energy-saving shading designs to create a liveable environment.

Note: According to Taiwan Power Corporation statistics from April 1, 2024, to September 30, 2025, the average monthly household electricity consumption was 346 kWh, equating to an average annual electricity consumption of 4,152 kWh.

As of 2025

- 7 projects have obtained the Green Building Label
- 8 projects obtained candidate green building certification

Floor area certified with the Green Building Label (m^2)



3.3 Safeguarding Premium Construction Quality (GRI 416-1)

Upholding Construction Safety

Construction quality and safety have always been the highest priorities for Prince Housing and Development Corp. Prioritizing customer satisfaction and safety, we enforce stringent safety and quality standards throughout both the construction and final inspection phases. In 2025, the Tainan and Kaohsiung branch conducted three internal construction quality audits, with a primary focus on structural floor slab pouring inspections. Moving forward, we will continue rigorous construction quality audits to guarantee comprehensive inspections and deliver safe, secure homes to our customers.

Featured Internal Audit Items for Construction Quality

- Fire inspection
- Slab grouting inspection
- worksite environmental safety quality
- Structure rebar inspection
- Quality and labor safety audit
- Machinery check
- Tool use instructions
- Environmental hygiene audit

To manage construction sites more effectively and track progress in real time—ensuring procedural compliance and safeguarding quality—we continued implementing an integrated surveillance system at the Shanjia Section project in Tainan and Kaohsiung, while also deploying a surveillance system at the new Taichung project in 2025. Apart from keep up with the construction progress, real-time monitoring ensures project construction safety and worker construction safety.

In 2025, PHDC implemented an integrated surveillance system—the Dahua CMS integrated surveillance system—at the Shanjia Section construction project in Tainan and Kaohsiung. Surveillance cameras are strategically positioned across construction sites and connected to power and network cables. Via the internet, monitoring personnel can access live footage remotely through a dedicated mobile app or web browser, enabling the Company to effectively oversee construction quality and ensure occupational safety across all project sites. For the new Taichung project added in 2025, the CREATE MIRACLE surveillance system was adopted. Multiple surveillance cameras and a time-lapse camera have been installed along the site perimeter fencing and at the site office. All cameras can be monitored remotely by scanning a QR code via the mobile app, ensuring comprehensive oversight of site safety.





Optimizing of Construction Safety Knowledge

To improve the construction safety and professional capability of employees, we encourage employees to take external education and training courses. In 2025, 15 courses were offered, totaling 233.5 hours and accommodating 105 participants.

▣ Education and Training Courses related to Construction Project Safety and Technology in 2025

Type	Course title:	Hours	Number of Participants
Internal Training	Construction Site Safety and Contract Management: Our Shared Responsibility	3	33
	Hazard Identification and Case-Based Awareness in Construction Engineering	2	21
	Tile Manufacturing Processes and Types	1.5	24
	Monthly Cost Report	2	15
External Training	Construction Industry Southern District Occupational Safety and Health Promotion Association	3	1
	ESG Sustainability Project Management / Carbon Management	12	1
	Worksite director recurrent training	32	1
	Worksite director recurrent training	32	1
	Construction Industry Occupational Safety and Health Family Seminar	3	1
	In-service Training for Occupational Safety and Health Personnel	12	1
	Worksite director recurrent training	34	1
	Class-1 Construction Manager of Occupational Safety and Health Affairs	42	1
	Occupational Safety and Health Training for First Aid Personnel	17	2
	Refresher Training for Construction Occupational Safety and Health Supervisors	6	1
	Worksite director recurrent training	32	1
Total		233.5	105

3.4 Maintenance of construction environment

Pollution prevention and improvement of construction impact

When construction begins, worksite environmental safety and pollution prevent will become our prime concern. Hence, PHDC inventory all sources of potential impact in the construction process and establish a series of worksite environmental maintenance rules so as to ensure that construction is implemented with the least impact on the ecosystems, environment, and residents in the surroundings. Before construction begins, we request all contractors to submit a worksite management plan as precautionary actions to ensure the effective prevention and proper treatment of air quality, noise, water pollution, and waste pollution and compliance with the relevant environmental regulations. Additionally, we also strongly request contractors or the relevant subcontractors to implement the relevant pollution prevention measures to avoid messing up the environment. Below is a description of the identification of impacts on local communities during construction and the corresponding management measures.

Pollution Prevention Measures

Type of Pollution	Control Action
 Air Pollution	• Signs, full-height sight-blocking barrier fence, and overflow protection base are erected in the worksite. • Dust-control meshes or dust-control fabrics that can effectively block dust are installed on the exterior of scaffolds on the structure in the worksite. • Effective dust inhibition facilities are installed in the worksite, such as paving with steel plates, paving with concrete, paving with asphalt concrete, or paving with coarse grade mixture or other granular materials with equivalent functions.
 Noise pollution	• Avoid construction at night to prevent disturbing neighbors. • When pouring concrete at night, the noise from friction between the transport pipe and rebar is avoided by using soft padding such as tires or wooden blocks.
 Water Pollution	• Wastewater settling basins are installed to harvest and treat initial precipitation and wastewater from car washing to remove settleable matter and turbidity from wastewater before discharge to prevent water source pollution. • Rainfall shielding, blocking, and guiding facilities to prevent rainwater infiltration are installed over the excavation site or piling site. • Rainfall shielding, blocking, and guiding facilities and settling basins are maintained regularly, and records of cleaning and maintenance time are maintained. • Treatment facilities for waste stabilizers and waste slurry are installed to prevent sewage from flowing off the worksite.
 Waste pollution	• In the worksite, waste is classified into construction waste and general waste. All waste is cleaned up and disposed of according to the waste clean-up and disposal plan and shipped off the worksite by qualified contractors to prevent impact on local communities.
 Impairment of city appearance	• Worksite fence greening has been extensively implemented. In practice, it is combining fences with green plants to visually embellish the city's appearance and soften the cold and rigid sense of worksites to bring a friendly feeling to neighbors and passers-by. • Green plants also reduce the urban heat island effect and the fugitive dust on the road.

Environmental legal compliance

PHDC always actively cooperate with the legal requirements for environmental protection and keep up with the legal amendments to adjust corporate policies to prevent breaking the law or regulations. We are committed to environmental management across all construction project sites. In the event of any deficiencies, we immediately implement corrective actions and review our management approaches. Through active communication and coordination with contractors, we require relevant personnel to conduct awareness campaigns, training, and corrective measures to prevent recurrence. Where practices are effective, we strive to maintain them, fulfilling our fundamental responsibility for regulatory compliance and ensuring that worksite environmental impacts—such as waste and noise pollution—do not adversely affect local communities. In the current year, Prince Housing and Development Corp. and its subsidiaries recorded one instance of environmental non-compliance. Upon receiving notice, we promptly addressed and rectified the non-compliant items, and all corrective actions have since been completed. Moving forward, we will enforce stricter supervision over on-site operations to ensure strict adherence to legal and compliant processes, mitigating potential regulatory risks.

Environmental Laws and Regulations Violated	Financial Losses (including compensation and fines)	Details of Non-Compliance	Corrective Actions (Education and Training / Audits, etc.)
Ta Chen Construction & Engineering Corp. violated the Air Pollution Control Act	$20,000	Stockpiled materials were not covered with dust-control mesh, vehicular routes within the construction site were not washed, and vehicles were not cleaned prior to exiting the site.	All corrective actions regarding the cited violations were completed immediately upon receiving the notice.





3.5 Supplier Management and Procurement Practices

(GRI 2-6, GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2)

Supplier management strategy

In supplier management, PHDC have extended the sustainable operations spirit we have been upholding to the upstream value chain. When selecting new suppliers or renewing contracts with existing suppliers, we include CSR-related issues in the selection and auditing items, hoping to promote sustainable operations with suppliers while reducing the negative impacts on the value chain and life cycle.

In terms of specific sustainable supplier management actions, in addition to considering CSR in supplier selection and the annual audit, we have already added the "CSR terms" in the supplier contracts. Currently, we request construction contractors to abide by the laws and regulations of labor health and safety in the contracts, arrange periodic physical examinations for their employees, and provide proper training on safety and health to ensure the personal safety of employees. Additionally, we also require suppliers under the contracts to strive to reduce all forms of waste, ensure the proper cleanup of pollutants, and maintain proper worksite environmental management to keep the surrounding environment clean. To ensure the quality and safety of building materials and equipment, we strictly prohibit suppliers from using radioactive rebar and unwashed sea sand. When selecting suppliers for primary materials such as rebar and concrete, we do not base decisions solely on procurement costs; instead, we prioritize partnerships with companies that actively address environmental protection issues or reputable TWSE/TPEx-listed companies, collaborating with suppliers to protect the social and natural environment.

Current Status of Cooperation with Suppliers

In 2025, PHDC worked with a total of 137 suppliers, mainly divided into 3 categories: construction contractors, technical service providers, and material procurement suppliers. Among them, technical service providers accounted for 87% of the total, followed by 10% of material procurement suppliers.

Type of supplier



Construction service

Labor and management services



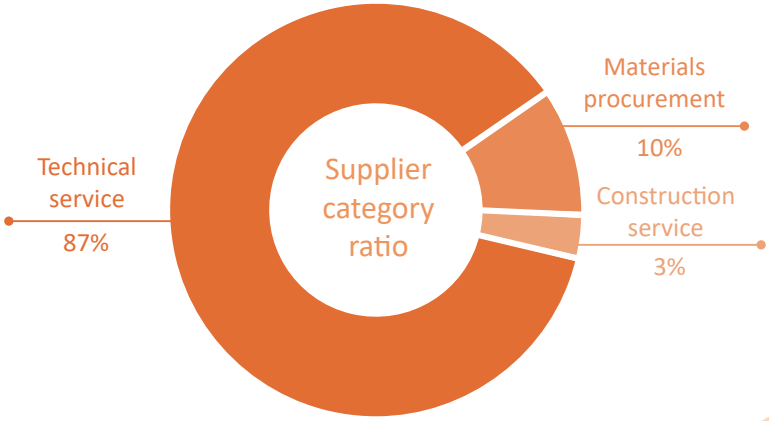
Technical service

Real estate consignment brokerage and interior design services



Materials procurement

Building materials agents or turnkey contractors



In support of the UN SDGs and the sustainable architecture policy forcefully promoted by the government, we actively implement the design factors of environmental sustainability, such as installation on solar panels and rainwater harvesting systems; prioritization of purchasing Green Building Material Label-certified materials and water-efficient devices and Energy Label-certified equipment; replacement of incandescent bulbs with LED lights; as well as the commonly seen paints, dry walls, ceilings, lighting fixtures and bathroom equipment, solar PV systems, and rainwater harvesting systems. Additionally, we also conduct onsite inspection on suppliers of featured materials to ensure legal compliance in materials production. During the 2025 audit period, construction commenced on the Shanjia Section project in the Tainan-Kaohsiung region. Procurement involved 98 domestic suppliers—comprising 72 construction contractors and 26 material procurement suppliers—representing 100% domestic procurement spending. Factory inspections of building materials were conducted for these suppliers. Moving forward, audits will continue in order to ensure building quality for homebuyers.

Project Supplier Evaluation and Audit

In order to ensure the quality of suppliers, Prince Construction Business regularly evaluates all suppliers every year in terms of cooperation, quality, progress, labor safety, and after-sales service, etc. The evaluation and audit are conducted in four stages according to the construction period. We have established the “Supplier Evaluation and Grading System”, which divides suppliers into excellent, good, and poor grades to strengthen the execution of supplier management. We actively communicate and coordinate with the suppliers graded poor and request them to timely make improvements or submit relevant test reports to maintain the quality of cooperation. If improvements cannot be made within the prescribed time, we will no longer give them the opportunity to bid for contracting, and we will coordinate with existing suppliers to undertake related business to avoid negative impacts such as construction delays or environmental pollution.

Regarding the evaluation of construction project contractors, parent company PHDC commissioned its subsidiary, CSCC, to audit project contractors across different construction phases. During the 2025 audit period, construction was underway on the Shanjia Section project in the Tainan-Kaohsiung region, prompting supplier evaluations and audits. A total of 39 suppliers were evaluated during the year, achieving a 100% qualification rate (rated "Good" or above).

▣ Supplier evaluation and audit mechanism of Prince Housing & Development

Evaluation and audit stage	Evaluation level	Coaching mechanism
• Stage 1 (construction in the first half of the year) • Stage 2 (construction in the second half of the year) • Stage 3 (completion and departure) • Warranty stage (warranty repair within one year)	Excellent, good, and poor grades	We actively communicate and coordinate with the suppliers graded poor and request them to timely make improvements or submit relevant test reports to maintain the quality of cooperation. If improvements cannot be made within the prescribed time, we will no longer give thVem the opportunity to bid for contracting, and we will coordinate with existing suppliers to undertake related business.

▣ 2025 Supplier Evaluation Form for the Shanjia Section project in the Tainan-Kaohsiung Region Project

Rating	Excellent	Good	Poor
Stage 1 (construction period in the first half of the year)	33	5	0
Stage 2 (construction period in the second half of the year)	30	7	0
Stage 3 (completion and departure)	10	1	0
Warranty stage (warranty repair within one year)	-	-	-

Note: Unit: number of suppliers.

3.6 Climate and Environmental Management (GRI 201-2)


CERTIFICATE

ARES

特此授予:

太子建設開發股份有限公司

台南市東區中華東路一段398號8樓(總部)
台北市信義區松高路11號21樓(台北辦公室)

管理體系符合
ISO 14001:2015

驗證範圍
學生宿舍之租賃與管理

證書編號: ARES/TW/12412125E
證書首發日期: 2024-12-25
證書有效日期: 2027-12-24

每次監督審核時需附上之現場審核時間限制不得超過12個月，且必須取得IRIS簽發的監督審核通過證明以確保證書有效性。

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ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667
www.ares-registration.com

In recent years, many countries and enterprises worldwide have actively responded to the goal of achieving net-zero emissions by 2050. In accordance with environmental regulations established by the Ministry of Environment (such as the Air Pollution Control Act, Water Pollution Control Act, and Waste Disposal Act), PHDC has established an environmental management system to ensure rigorous compliance and oversight. In 2024, the BOT Division adopted and obtained ISO 14001 Environmental Management System certification for the first time. In 2025, we continued to advance environmental management mechanisms: in energy conservation, we deployed energy-saving devices to reduce energy consumption; in water conservation, we utilized water-saving fixtures and promoted water conservation initiatives; and in waste management, we conducted waste reduction awareness campaigns, enforced waste sorting and recycling, and reduced paper consumption, demonstrating our long-term commitment to environmental protection, energy conservation and carbon reduction, and sustainable operations.

The Company obtained ISO 14001 Environmental Management System certification on December 25, 2024 (valid until December 24, 2027). To ensure the management system continues to meet standard requirements and operates effectively, the Company successfully passed a surveillance audit conducted by a third-party certification body on October 30, 2025, continually enhancing environmental performance and putting the concept of sustainable operations into practice.

Climate change response

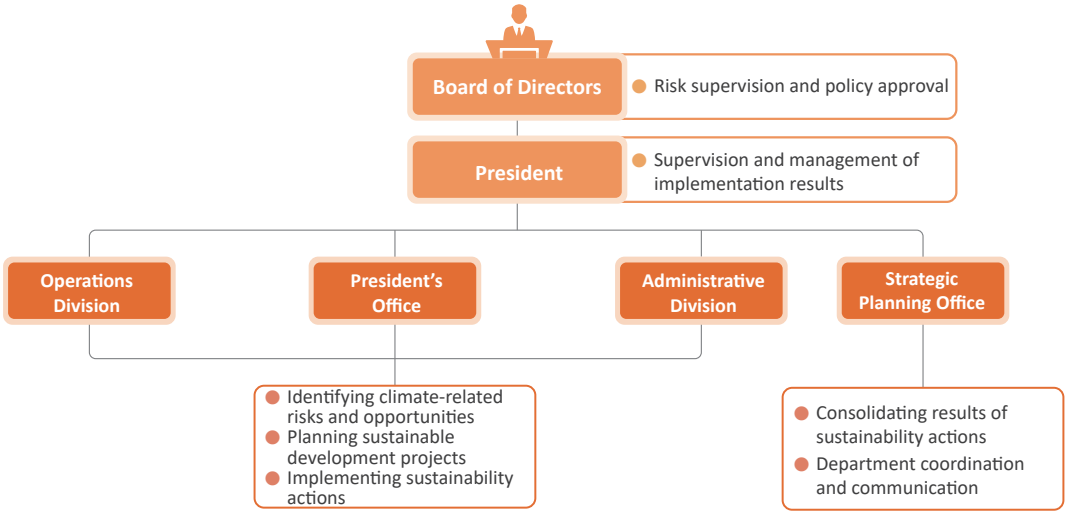
Climate change has become one of the severest risks around the globe and a topic that all businesses must face so as to understand more about climate-related impacts and draw up related counteractions in advance. In view of this, since 2022, Prince Housing and Development Corp. has followed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and referenced the IFRS S2 framework to disclose, on a standalone entity basis, information regarding the Company's governance, strategy, risk management, and metrics and targets related to climate-related risks and opportunities. This reporting enables stakeholders to gain a comprehensive understanding of the material impacts of climate issues on the Company, as well as our proactive strategic responses.

Climate Governance

Task Force on Climate-related Financial Disclosures (TCFD) initiatives are facilitated by the Strategic Planning Office. Referencing the IFRS S2 framework and core requirements, the Strategic Planning Office integrates sustainability and climate change topics across all departments. Each department, within its designated scope of responsibility, then drives the assessment of sustainability practices, the identification of climate risks and opportunities, and the planning, action, and implementation of risk mitigation measures.

After the communication, coordination, and integration of the results of actions for sustainable development of each year with all departments, the Strategic Planning Office reports to the president periodically and the Board at least once a year. As the highest governance body, the Board supervise and manage sustainability and climate change topics. By setting operational approaches through continuously reviewing sustainable governance actions, we inventory existing performance and plan future directions more comprehensively and more purposefully.

▣ Climate Governance Organization Chart



Process of Identification and Assessment of Climate Change Risks and Opportunities

PHDC convenes a climate change risk and opportunity identification meeting. Based on the list of transition risks, physical risks, and opportunities recommended by TCFD, and taking into account industry characteristics, we conduct strategic and financial impact assessments for risk and opportunity items, as well as risk adaptation and mitigation activities, R&D investment, business types, and locations of operations.

Among them, the short-, medium- and long-term impact duration, degree of impact, and possibility of occurrence were defined for climate-related issues. Based on the materiality results and after discussion with members, we identified significant climate-related transition risks, physical risks and opportunities for the Company, also conducted analysis and evaluation to produce matrix diagram. The Company's climate change-related strategies in the future are formulated and confirmed and reported to the President. Ultimately, the Board of Directors is responsible for reviewing and guiding the climate change strategy, action plan, and annual goals. The implementation and reviewing the trend of GHG emissions are regularly monitored on an annual basis.

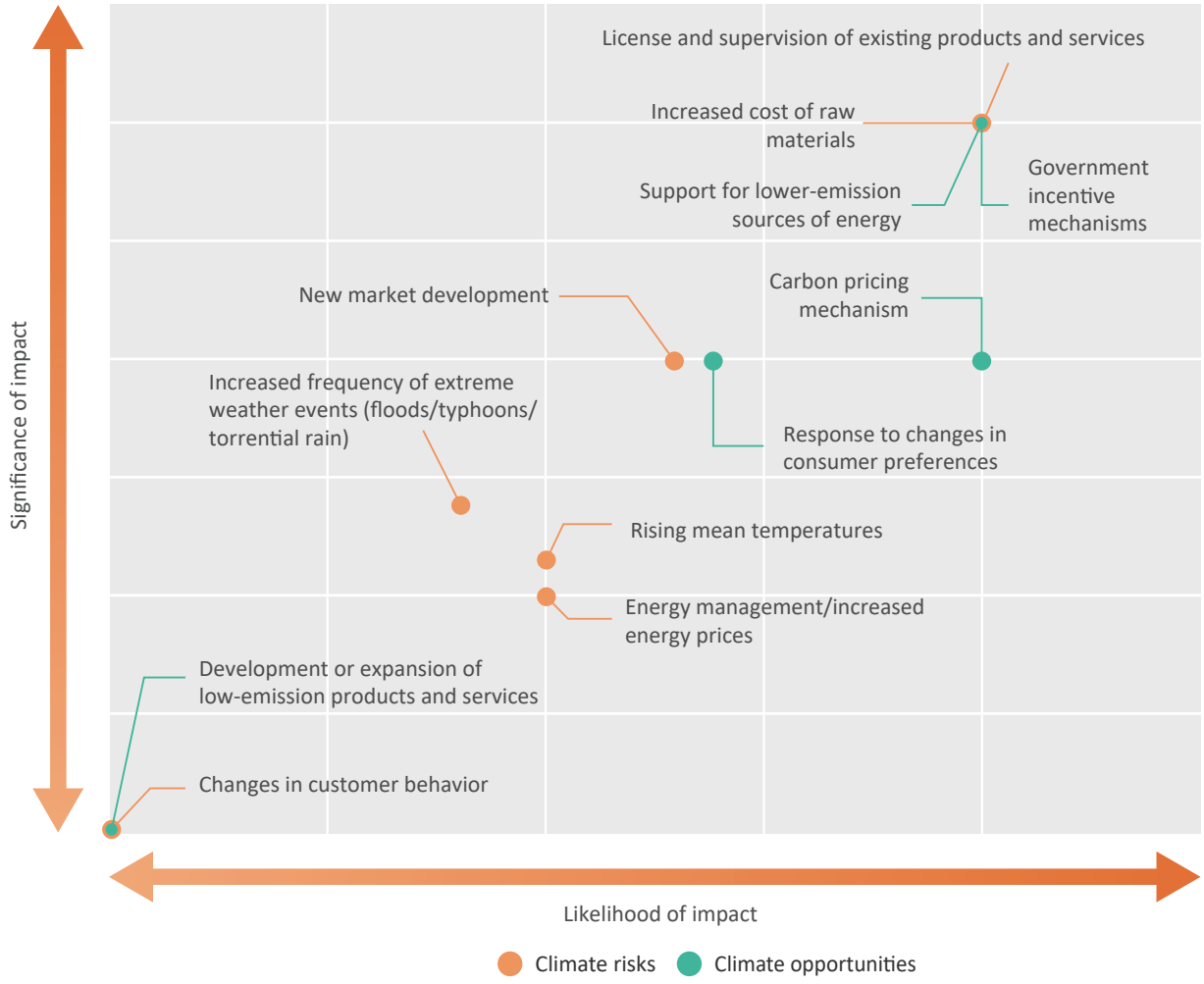
▣ Climate Change Risk and Opportunity Identification Flowchart

Gathering issues on climate-related risks and opportunities	Screen climate-related risks and opportunities relating issues of the construction industry and hotel industry based on the type of organizational operations.
Training and inventory	Related units discern the definitions of various climate-related risks and opportunities; study the regulations,market, and technology trends at home and abroad for further discussion of issues; and discern the impacts and influences on PHDC in terms of the likelihood, significance, and timing of impacts.
Identifying material risks and opportunities	Assess the risk value in terms of the likelihood (L) and significance (M) of impacts, identify the Company's overall material climate-related risks and opportunities, and inventory the potential impacts and management strategies of climate-related risks and opportunities.
Verification of senior management	Report the identified results to senior management for confirmation and integrate them into the Company's overall risk management controls.

▣ Assessment Items and Definitions of Risks and Opportunities

Item	Contents
Duration of Impact	• Short-term: <3 years • Medium-term: 3-10 years • Long-term: Over 10 years
Materiality	• Likelihood of impact: A risk topic occurs at least once a year in the operational process. • Significance of impact: Finance and revenues, worksite construction, personnel safety, reputation and image.
Types of climate-related risks and opportunities	• Physical risks: Acute, chronic • Transition risks: Policy and legal, market, reputation • Opportunities: Policy and legal, markets, products and services

Matrix of Climate-Related Risks and Opportunities



Prioritization of Top Four Climate Change Risks and Opportunities

Climate-Related Risk Issues

License and supervision of existing products and services

Increased cost of raw materials

Climate-Related Opportunity

Government incentive mechanisms

Support for lower-emission sources of energy

Climate Strategy

PHDC assessed the extent of impact and the possibility of occurrence of different issues, and inventoried its main potential financial impacts and countermeasures based on the results of risk and opportunity identification. The descriptions of the relevant issues are as follows:

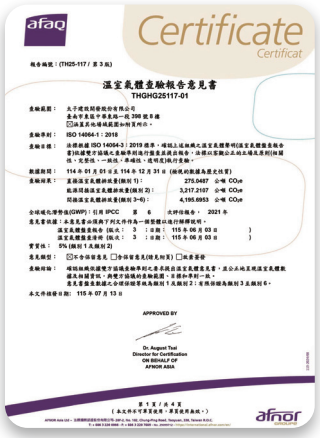
Category of Risk/ Opportunity		Climate-Related Issue	Duration of Impact	Description of Operational and Potential Financial Impact	Counteraction
Risk	Policy and Legal Risks	License and supervision of existing products and services	Short-term	In response to the carbon reduction initiatives of relevant government departments, energy-efficient buildings, intelligent buildings, or green buildings are progressively requested for buildings in the new redevelopment zones. When there are construction projects in these zones, the design and construction costs may increase. The tightening legal and regulatory requirements for rooftop heat shielding and drainage may increase the operating cost due to the increase in design and construction needs. Increased operating costs due to the investment in energy-efficient or intelligent home appliances (intelligent buildings) in design.	• Gather the latest legal and regulatory requirements, team up with architects to design legal-compliant buildings , and assess cost efficiency.
	Market	Increased cost of raw materials	Short-term	Increased cost of the construction industry by 30-40% for the increased cost of raw materials due to supply chain disruption and labor and materials shortages due to extreme weather events.	• Enhance market survey and plan suitable costs based on the market value.
Opportunity	Policy and Legal	Support for lower-emission sources of energy	Short-term	Actively apply for incentives and investment relief to reduce operating costs in response to the support measures of the government's energy and low-carbon transition policies, such as Taiwan's Regulations for Incentivizing Integrated Building Solar PV Equipment.	• In consideration of the cost, benefits, maintenance, and life at the beginning of new project design, energy conservation and green energy are prioritized. • For Prince House and BOT dormitories, funds will be invested to seek lower-emission sources of energy, except for existing green buildings.
	Market	Government incentive mechanisms	Short-term	Actively apply for building bulk ratio bonus, reduction or exception of water conservation charge, preferential tax rate, and tariff reduction or exception in response to the government's support measures for green building incentivization to reduce operating costs.	• Construct sustainable, low-emission, energy-efficient equipment in redevelopment zones and commerce and trade parks in compliance with the related legal and regulatory requirements. • Currently, the Prince House and BOT dormitories are green buildings. • The Green Building Mark has validity and will be difficult to apply for after ownership transfer.

GHG Management (GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4)

To understand the energy resources consumed and carbon emissions generated by its operations, and in compliance with the "Roadmap for Sustainable Development for TWSE/TPEx Listed Companies" stipulated by the competent authority, PHDC began implementing the ISO 14064-1:2018 GHG inventory system in 2022. The inventory method is based on the operational control approach, and the inventory boundary includes the parent company and subsidiaries covered by the consolidated financial statements.

To formulate greenhouse gas reduction strategies, the parent company and subsidiaries included in the consolidated financial statements completed the GHG inventory in 2024 using the consolidated financial reporting boundary; therefore, 2024 has been established as the base year. Prince Housing and Development Corp. aims to achieve at least a 3% reduction by 2030 through proactive carbon reduction initiatives.

In 2025, total Scope 1 and Scope 2 greenhouse gas emissions for Prince Housing and Development Corp. and its consolidated subsidiaries totaled 20,521.45 metric tons of CO2e, representing a reduction of approximately 2.8% compared to the base year. Moving forward, Prince Housing and Development Corp. will continue to implement carbon reduction measures to advance toward its reduction targets.


Certificate

▣ Statistics of GHG Emissions of PHDC and Subsidiaries in Consolidated Financial Statements

Year	2025
Scope 1 (tCO_2e)	2,589.0210
Scope 2 (tCO_2e)	17,932.4331
Total (tCO_2e)	20,521.4541
Total emission intensity (tCO_2e/million NT$ revenue)	2.1937

In 2025, Prince Housing and Development Corp.'s greenhouse gas emissions totaled 7,687.9547 tCO_2e, comprising scope 1 emissions of 275.0487 tCO_2e (3.58% of total emissions), scope 2 emissions of 3,217.2107 tCO_2e (41.85% of total emissions), and Scope 3 emissions of 4,195.6953 tCO_2e (54.57% of total emissions).

▣ GHG Emissions of Prince Housing & Development

Year	2023	2024	2025
Scope 1 (tCO_2e)	477.3469	276.0970	275.0487
Scope 2 (tCO_2e)	3,335.0765	3,185.2190	3,217.2107
Scope 3 (tCO_2e)	675.1436	2,508.1962	4,195.6953
Total (tCO_2e)	4,487.5670	5,969.5122	7,687.9547
Total emission intensity (tCO_2e/m^2)	0.079	0.107	0.110
Total emission intensity (tCO_2e/million NT$ revenue)	3.8292	5.6104	6.8773

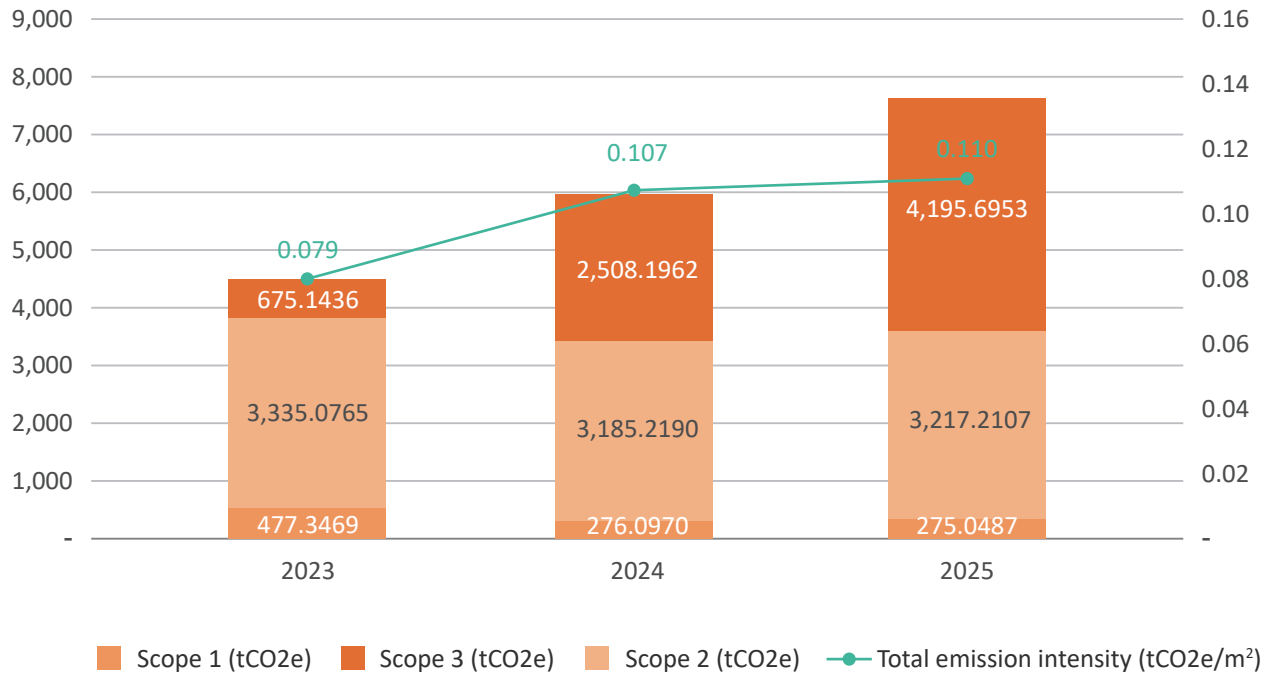
Note 1: The 7 types of GHGs in the inventory include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), nitrogen trifluoride (NF_3), sulfur hexafluoride (SF_6), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).

Note 2: The 2025 electricity carbon emission factor was 0.467 kg CO_2e/kWh, based on the latest 2025 figure published by the Bureau of Energy. GHG emission factors are calculated based on the latest GHG emission factors announced by the Environmental Protection Administration and the coefficients from the product carbon footprint website.

Note 3: The emissions boundary for 2023 and 2024 encompassed Prince Housing and Development Corp.'s northern, central, and southern office areas, Academy Hotel, Prince House (NTU), Prince House (NCKU), and Prince House (STSP); the 2025 boundary maintained the original scope and added the Shanjia Section construction site in Tainan.

Note 4: Scope 3 emissions increased significantly due to the additional raw materials purchased for construction sites each year.

GHG emissions and intensity of Prince Housing & Development



Energy management (GRI 302-1, GRI 302-3)

The inventory boundary includes our offices in northern, central, and southern Taiwan, Academy Hotel, Prince House (NTU), Prince House (NCKU), and Prince House (STSP). Major energy consumption arises from electricity use at the student residences and Academy Hotel, which also represent the key operational units for Prince Housing and Development Corp.'s energy management. In 2025, electricity consumption at the head office was 2,065.53 GJ, accounting for 8.33% of total consumption; electricity consumption across student residences and hospitality facilities—including Academy Hotel, Prince House (NTU), Prince House (NCKU), and Prince House (STSP)—totaled 22,511.45 GJ, representing 90.77% of the total; electricity consumption at the Tainan Shanjia construction site was 223.79 GJ, accounting for 0.90%. Total electricity consumption amounted to 24,800.77 GJ, with an electricity intensity of 0.356 GJ/m^2, with no renewable energy utilized.

Electricity consumption of Prince Housing & Development

Year	2023	2024	2025
Electricity consumption (GJ)	24,253.03	24,135.93	24,800.77
Electricity intensity (GJ/m^2)	0.429	0.432	0.356

Note 1: The unit calorific value is derived from the unit calorific value table of energy products, Bureau of Energy, Ministry of Economic Affairs.

Note 2: GJ stands for gigajoules.

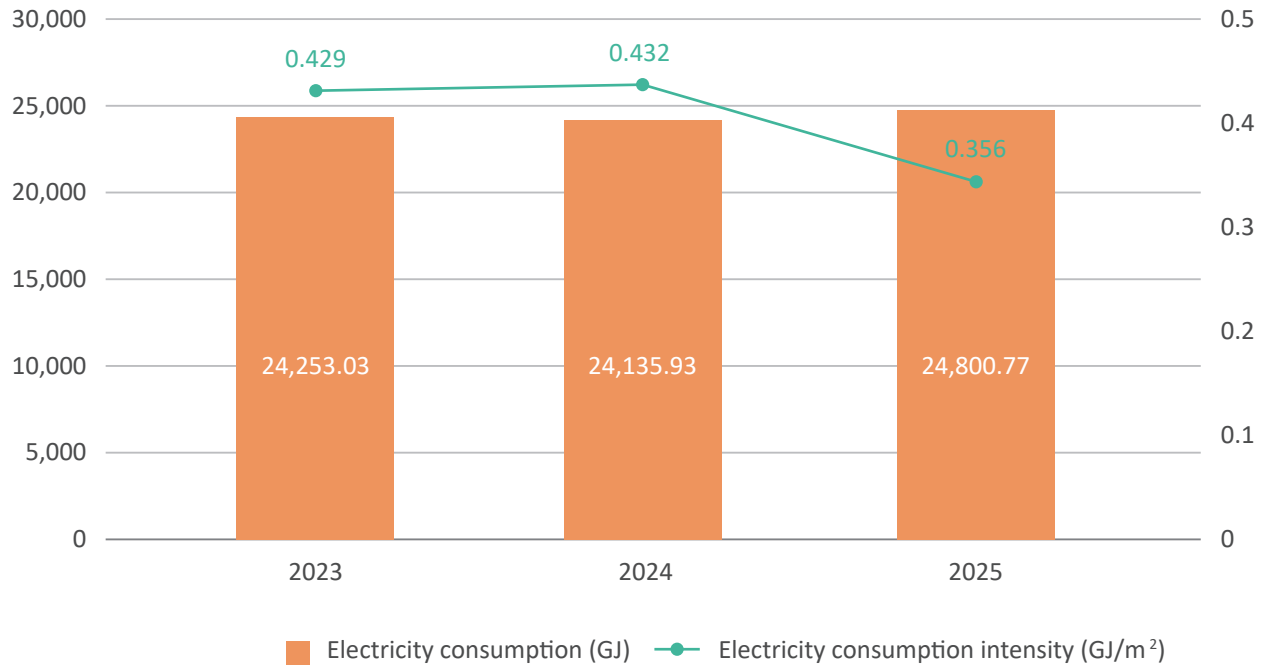
Note 3: Electricity intensity = electricity consumption / floor area (m^2).

Note 4: Electricity consumption statistics for 2023 and 2024 exclude construction site electricity consumption and area. In 2025, the reporting scope was expanded to include construction site electricity consumption data and area information.

Note 5: No renewable energy was used from 2023 to 2025.



Electricity consumption and intensity of Prince Housing & Development



Actions for Energy Conservation and Carbon Reduction (GRI 302-4, GRI 305-5)

Apart from adopting various energy conservation measures for offices, dorms, Academy Hotel, and engineering offices, we also communicate environmental protection awareness such as energy conservation and carbon reduction to employees from time to time and periodically send personnel to check lighting switches and enhance electricity consumption management to effectively reduce our carbon emissions.

To strengthen energy management and reduce energy consumption, a refrigerator replacement program was implemented at Prince House, a major energy-consuming facility. As of the end of 2025, 3,777 old, energy-intensive refrigerators had been replaced with Grade 1 energy-efficient models. This enables future residents to continuously realize energy conservation and carbon reduction benefits while mitigating environmental impacts.

Energy conservation and carbon reduction measures of Prince Housing & Development

Region	Measure
 Offices	• Use e-document and email to reduce paper memos and documents. • Photocopy on both sides of paper. • Use recycled paper as much as possible. • Implement waste sorting and resource recycling. • Arrange education on correct environmental protection and waste sorting methods for employees. • Created a paperless work environment by implementing electronic approval workflows for weekly work reports, attendance records, and document receipt logs.

Region	Measure
Student Dormitories	• Comprehensive replacement with new Grade 1 energy-efficient refrigerators • Replace emergency exit signs with new LED signs. • Replace indoor emergency lighting with LED lights. • Electronic ballasts for lighting fixtures. • Identify air-conditioner switches with labels and use air-conditioners in some areas. • Maintain water chiller periodically. • Use the rainwater harvesting system and irrigate plants with harvested rainwater. • Adjust lighting in common areas according to the seasonal insolation duration. • Immediately repair failed or faulty equipment to avoid a waste of water. • Use motion-sensor energy-saving lights in the basement parking lots
Engineering Offices	• Reduce window opening rate of building envelopes. • Adopt high lightness interior design and natural lighting design. • Use timer and daylight-saving lighting control system. • Patrol the construction site to check the lighting switches from 19:00-07:00. • Turn on the air-conditioning less often and open the windows more; set the temperature of the indoor air-conditioning uniformly based on the seasonal outdoor temperature (the air-conditioning is controlled at 26-28 degrees), and make a record for review or adjustment. • Periodically check the water output of lavatory basins and pantry sinks. • Block sunlight with curtains to reduce the electricity consumption of air-conditioning. • Use water-efficient toilet bowls to reduce water consumption. • Use energy-efficient LED and T5 lamps for lighting. • Control office paper and printed matter consumption and implement paperless measures.

Column Story - Sign up to The Second Life for Computers - Empowering People in Need project of the ASUS Foundation

In 2019 we signed up to The Second Life for Computers - Empowering People in Need project of ASUS Foundation to recover the company's retired computers and the relevant computer, communication, and consumer electronics products to reduce waste production while reducing carbon emissions from the retired computer disposal process in the past to achieve energy conservation, carbon reduction, and resource recycling and reuse. The recovery performance by 2025 is as follows:

Recovered Item	Accumulated Recovered Volume	Quantitative results of energy saving and carbon reduction
LCD	138	Reduced carbon emissions by 10.467 tCO_2e, equivalent to saving 872.194 trees.
NB	47	
PC	241	
Other	380	
Total	806	



Water Resource Management (GRI 303-1, GRI 303-3)

Climate change has changed precipitation patterns around the globe in recent years. Hence, the frequency of regional torrential rain increased, while rainfall in small and medium scales reduced. As a result, droughts and floods occur more frequently. Upholding perfect resource control, we reduce water risks through precise and careful water use and dispatch. In terms of water consumption, in addition to construction water for general construction sites, other water consumption mainly comes from the daily water consumption of our offices in northern, central, and southern Taiwan, dorms, and Academy Hotel. The statistics are based on the water consumption rate on the water bill.

In 2025, construction continued at the Shanjia Section project of the Tainan & Kaohsiung, where construction site water consumption was 248 metric tons; office water consumption was 5,371 metric tons; and water consumption for student dormitories and Academy Hotel totaled 273,872 metric tons. In the future, we will continue to review water consumption management based on the consumption data to maintain water conservation so as to prevent the unnecessary waste of water.

Regarding water pollution prevention, the Company is acutely aware of the potential impacts of construction activities on surrounding water bodies. We view wastewater management as a crucial component of environmental protection, mitigating pollution risks through source control and process management. During construction, sedimentation tanks are installed on each floor as primary treatment facilities for equipment cleaning wastewater, effectively removing suspended solids through sedimentation. Accumulated sludge at the bottom is regularly cleared by qualified contractors for recycling or compliant disposal, depending on its properties. Furthermore, a centralized wastewater treatment system is configured on the ground floor to collect wastewater discharged from all floors, which undergoes sequential filtration and sedimentation processes before being discharged into the surrounding drainage ditches. As no regulated substances, such as chemical agents, were used during construction at this site, the aforementioned sedimentation and filtration processes minimized the impact of the treated wastewater on surrounding water bodies. This ensures that construction activities comply with relevant environmental regulations and demonstrates the construction developer's responsibility and commitment to water resource management and pollution prevention.

▣ Water consumption statistics of Prince Housing & Development

Year	2023	2024	2025
Office area			
Water Consumption (MT)	5,986	5,927	5,371
Water Intensity (MT/m^2)	0.99	1.10	1.11
Dorms and Academy Hotel			
Water Consumption (MT)	285,625	270,726	273,872
Water Intensity (MT/m^2)	2.09	1.98	2.01
Construction site			
Water Consumption (MT)	-	242	248
Water Intensity (MT/m^2)	-	0.02	0.02

Note 1: The inventory boundaries of dorms and Academy Hotel covered Academy Hotel, Prince House (NTU), Prince House (NCKU), and Prince House (STSP)

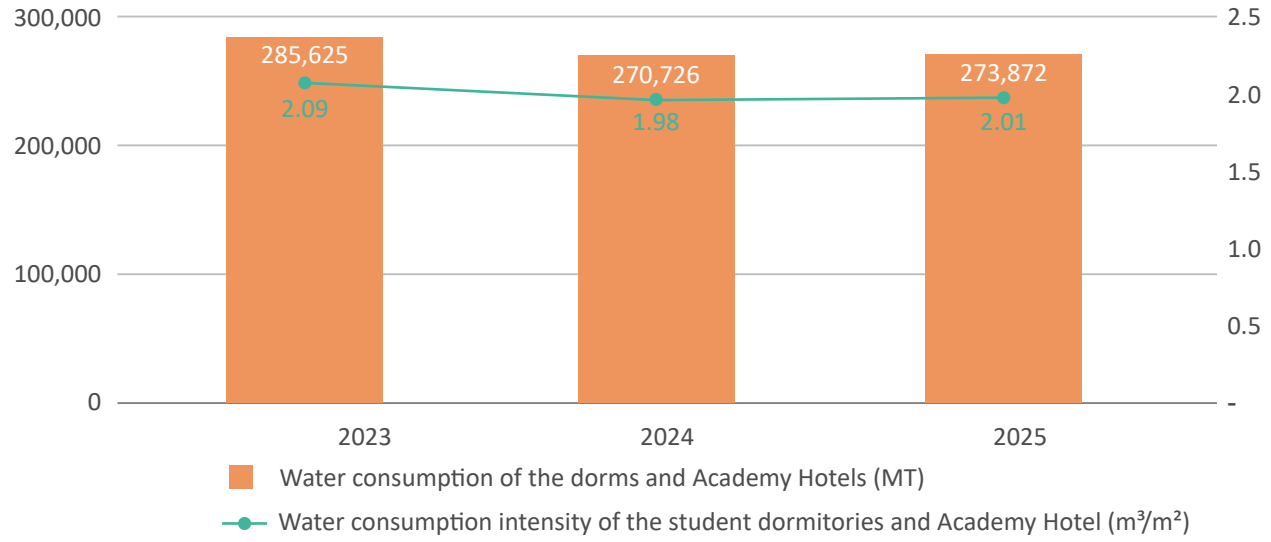
Note 2: There were no construction site projects in 2023; therefore, no relevant data is available.

Note 3: Water consumption intensity = water consumption (MT)/floor area (m^2).

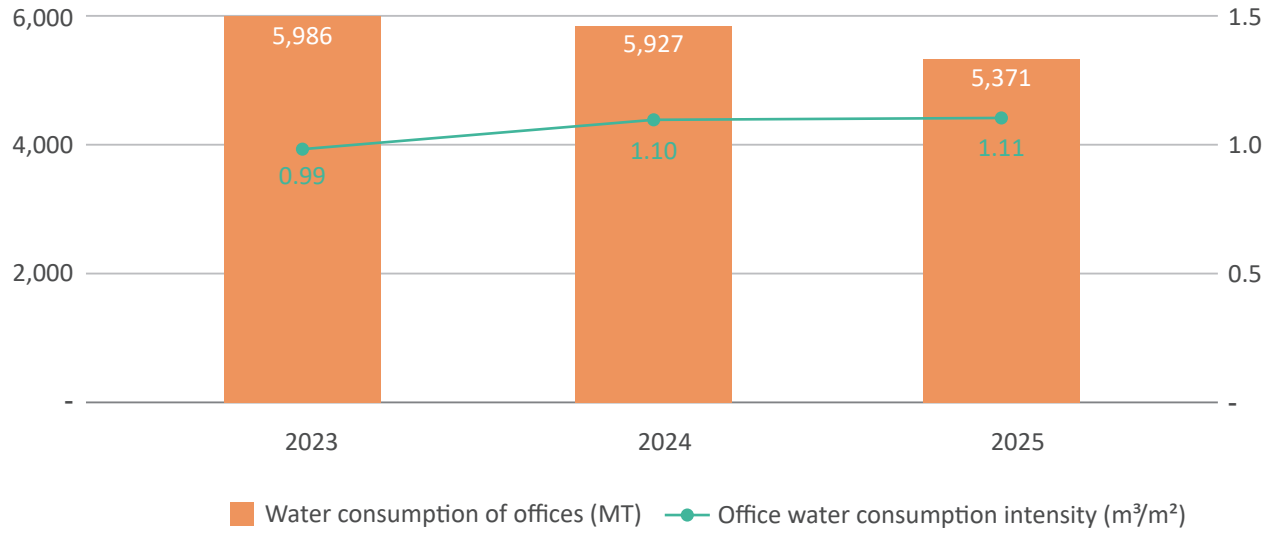
Note 4: The water sources for all PHDC's locations are 100% supplied by Taipei Water Department and Taiwan Water Corporation, with none sourced from high-water-resource-pressure areas.

Note 5: In case of discrepancies with the annual report, please refer to this report.

Water consumption and intensity of dorms and Academy Hotel

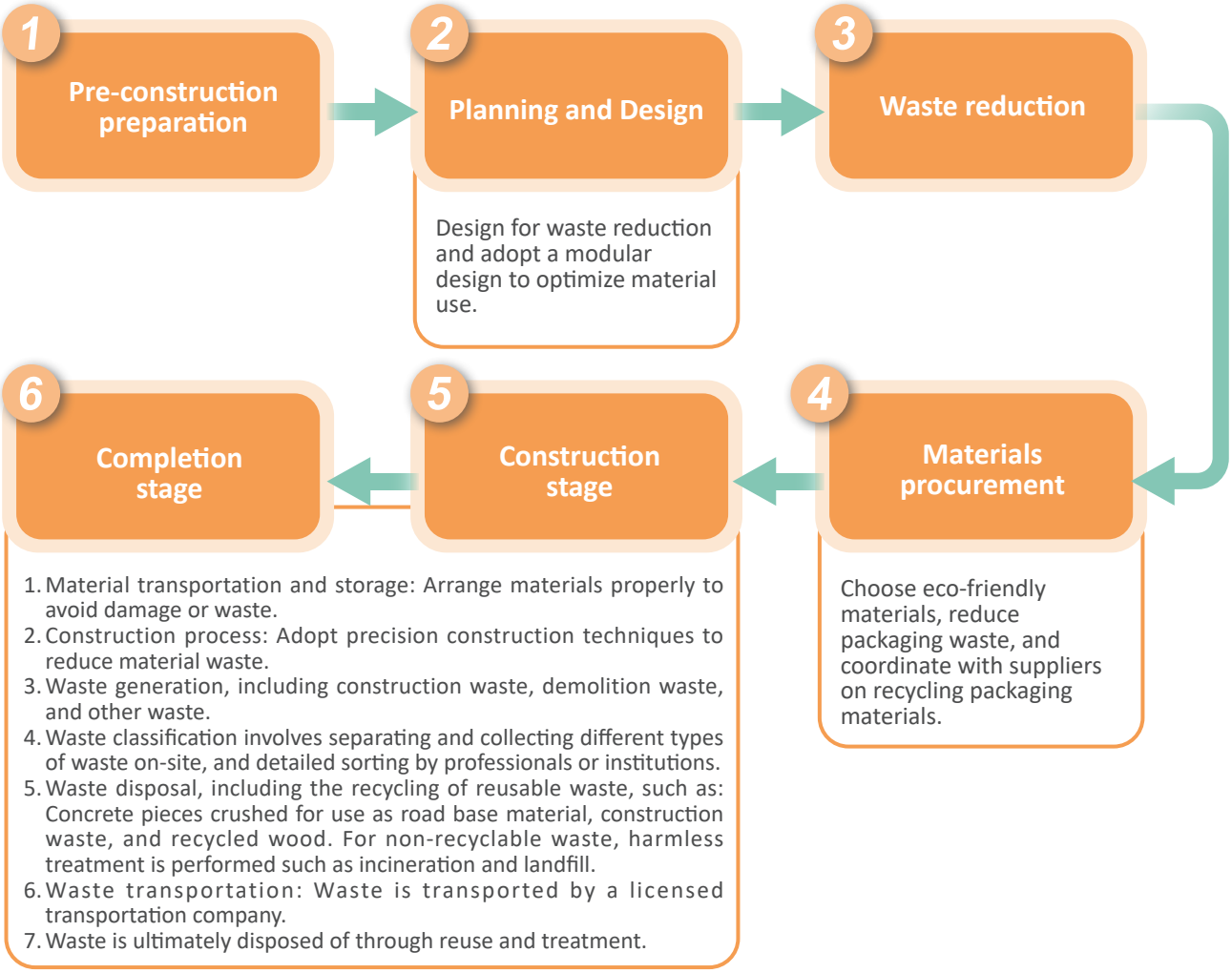


Water consumption and intensity of offices



Waste Management (GRI 306-2)

From home building to use, GHGs produced by the global construction sector account for about 30% of the total global emissions. On the way towards the circular economy, the constructor sector thus plays an essential role. The reduction and disposal methods of waste also affect the potential environmental impacts and materials life cycle. We prevent hazards associated with waste by inventorying the construction process at each stage of the project to understand our operational inputs and outputs. We also identify waste generation stages through process charts to enable early planning for waste reduction and prevention measures.



All waste generated on worksites is non-hazardous industrial waste and transported off the worksites by qualified clearance contractors to incineration and landfill. In waste management, we are committed to waste reduction and minimization of environmental impacts. In 2025, all waste generated at the Shanjia Section project of the Tainan & Kaohsiung was construction waste, totaling 144.6 metric tons. We have established a waste classification system and management plan to properly manage construction site waste. This includes formulating procedures for sorting, collecting, transporting, and recycling waste, and regularly reviewing and adjusting the plan as needed. In addition, we strengthen employee education and training, and regularly hold lectures or workshops to raise environmental awareness and enhance waste management knowledge among employees. In terms of waste prevention measures, we have established a material inventory management system to refrain from material waste and damage. Regarding material selection, we prioritize recyclable materials, regenerated materials, and products with eco-friendly certifications. Additionally, we have assigned personnel on-site to ensure proper waste classification and removal.

PHDC Waste Statistics

Type of Waste	2023	2024	2025
Construction waste (tons)	-	81	144.6
General waste (tons)	-	-	-
Total (tons)	-	81	144.6

Note 1: There were no active construction sites in 2023; therefore, no relevant statistical data are available.

Note 2: As office waste is consolidated for disposal and dormitory waste is routinely cleared by designated contractors without being weighed in metric tons, no relevant statistical data are available. The waste accounting scope for 2024 and 2025 covers only the Shanjia Section construction site.

Regions	Construction Project Name	Item	m.t.	By method of disposal	
				Incineration (tons)	Landfill (tons)
Tainan and Kaohsiung	Lot 939 at Shanjia Section	General industrial waste	-	-	-
		Construction Waste	144.6	33 (22.8%)	111.6 (77.2%)
Sum			144.6	33	111.6

Environmental Protection Expenditure (GRI 2-27)

We actively invest in environmental protection to mitigate environmental impacts. In 2025, our environmental protection expenditures totaled NT$3,810,658. Moving forward, PHDC will continue to actively incorporate solar power systems, perimeter hoarding greening, and rainwater harvesting and reuse systems into construction projects, demonstrating our commitment to operational environmental stewardship and the adoption of green energy.

Environmental Expenditures Over the Years

(expressed in thousand NTD)

Environmental Protection Expenditure	2023	2024 (Note)	2025
Expense on worksite waste disposal	-	121,500	650,700
Expense on domestic waste disposal	1,992,000	2,062,500	3,086,155
Expense on air pollution control	-	73,803	73,803
Solar PV projects	-	-	-
Rainwater harvesting systems	-	-	-
Total	1,992,000	2,257,803	3,810,658

Note 1: For 2024 and 2025, the newly added environmental expenditure data was for the construction site at Shanjia Section

Note 2: In case of discrepancies with the annual report, please refer to this report.

4 Improving Quality for Customer Service

4.1 Quality customer communication and service

4.2 Insistence on maintaining customer rights and interests



Material topics covered in this chapter

Customer rights and interests and service quality

Material Topics	Customer rights and interests and service quality
GRI Indicators	GRI 3-3, GRI 417-1, GRI 418-1
Impact Description	Smooth customer communication is key to brand image management, and ensuring unfettered channels for customer communication is the only way to maintain quality interaction with customers. Hence, through well-planned marketing campaigns, after-sales service mechanisms, customer satisfaction surveys, and customer information security mechanisms, besides establishing mutual trust with customers, we can also find room for corporate improvement. Hence, manipulating customer communication and protecting customer privacy and information security are our important, fundamental responsibilities.
Policies and Commitments	Since PHDC was established, we have been upholding the spirit of professionalism and practicality to operate our brand for steady, sustainable development. Given that maintaining a sound customer relationship is key to sustainable operations, we set ultimate service quality as our self-demand to provide customers with integrated after-sales service covering building, development, security, and sustainable operations. In recent years we have even adjusted our marketing orientation by eliminating excessive adverts to focus on the nature of " quality ", " brand value ", and " customer service " so as to set our hard power including perfect quality and A+ after-sales service as the most robust cornerstone of brand value.
Action Plan	**Positive impact management:** • In customer communication management, we have established stringent " after-sales service SOP " to provide powerful after-sales service to customers to access timely contacts and responses. • We conduct customer satisfaction surveys periodically to discern and improve our customer communication management strategies, enhance the protection of rights and interests and improve the quality of service for customers to enhance customer satisfaction. **Negative impact management:** • When interacting with potential customers through marketing campaigns, we have set the regulations for internal advertising fines in accordance with the legal and regulatory requirements to impose strict censorship on the reasonability and information integrity of advert to maintain the rights and interests of consumers. Employees' thoughts and suggestions on the courses are understood through the feedback from the satisfaction survey after the internal training courses to continuously improve the internal training courses. • To provide complete personal information protection and protect the rights and interests of customers, we have formed a personal information task force and set up the internal audit management system to ensure no unauthorized disclosure of the personal confidential data of customers and that the personal information of customers will only be disclosed to a third party with the customer's legal consent or at the request of the competent authorities through legal and official procedures.
Goals	• Maintain a highly satisfied customer satisfaction level of 90% • Maintain a 65% service completion rate for after-sales support within 7 days. • Maintain 0 information breach • Maintain 0 deceptive adverts and 0 find for non-compliance
Effectiveness Assessment	• Customer satisfaction survey in 2025 was 98.3% satisfied (satisfied or very satisfied) • In 2025, the achievement rate of after-sales service and repairs completed was 98.4%. • In 2025, the achievement rate of after-sales service and repairs completed within 7 days was 70.5%.
Resources	The northern, central and southern regions of the operations division are assigned 1-2 people, and the shortfall will be made up by sales personnel.
Responsible Unit	After-sales service unit of the operations division.
Grievance mechanism	After-sales services are reported to the sales supervisors of the operational groups in each region, and department heads of various regions will discuss the problems and discuss the solutions before reporting to the group head or President to approve the handling method. • Northern region: 0800-025555 • Central region: 0800-423153 • Southern region: 06-282-1155 • https://www.prince.com.tw/stakeholders/contact.html

Our Customer Cultivation Concept

Since PHDC was established, we have been upholding the spirit of professionalism and practicality to operate our brand for steady, sustainable development. Given that maintaining a sound customer relationship is key to sustainable operations, we set ultimate service quality as our self-demand to provide customers with integrated after-sales service covering building, development, security, and sustainable operations. In recent years we have even adjusted our marketing orientation by eliminating excessive adverts to focus on the nature of "quality", "brand value", and "customer service" so as to set our hard power including perfect quality and A+ after-sales service as the most robust cornerstone of brand value.

Integrated Service



4.1 Quality Customer Communication and Service (GRI 417-1)

Ethical marketing and labeling

Marketing campaigns are the major channel of customer communication. We face consumers with a stringent self-discipline attitude and abide by business ethics and integrity. To prevent consumer disputes or consumer misunderstanding, we avoid misleading text description in adverts and publicity materials with hard endeavor and clearly and fully inform customers of the infrastructure, such as schools, train stations, hospitals, and others, near each construction project for customers to make an assessment with complete information.

In terms of model home preparation, we also assign responsible personnel to ensure that the size of the model home is identical to the drawings to ensure transparency of marketing information. Other publicity materials, such as posters, POP, newspaper advertising, 2D and elevation pamphlets, and area charts, must be proofread in detail, verified if there are deceptive (exaggerated) or misleading text, and signed for approval by supervisors and records are maintained prior to publication so as to prevent deceptive adverts and thereby maintain our professional brand image and provide customers with correct information. In 2025, there was no deceptive advert or non-compliance with marketing labeling.

Show House On-site Supervision Mechanism

Design and planning of show house drawings

- Select the block and floor of the show house as needed.
- Enhance the review and correction of functions.

Show house construction

- Contractors are required to strictly adhere to the drawings.
- Request contractors to ensure compliance with the requirements for labor safety inspection of workers, machinery, and equipment.

Inspection and acceptance

- After the inspection and acceptance, the responsible person asks the other party to sign the inspection and acceptance data (2D and elevation drawings, quotation, construction photos, and furniture layout list).
- Contractors can only claim payables after completing all the above items. 10% balance will be withheld and paid to contractors after handover to customers.

In the show house, we will display the energy-efficient and water-efficient facilities used in the construction project. Additionally, responsible personnel will explain the facilities used in the overall design to reduce energy consumption, such as using low emissivity (low-E) glass, optimal winding opening and sunshade design, and others, for consumers to fully understand our resource design.

▣ Publicity materials SOP

Publicity material design

Design posters, POP, newspaper advertising, 2D and elevation pamphlets, and area charts.

Content proofreading

Management proofreads advert contents in detail and signs for approval.

File creation

Archive documents after publication for future reference.

▣ PHDC corporate website

On the corporate website, we provide the information of all construction projects across Taiwan for consumers to access the information such as design, location, nearby infrastructure, and others of each project. Additionally, special description on the energy and resource efficiency design of each project is also provided, such as the solar PV system, symbiosis design with local ecosystems and environment, and building energy-efficient designs.



▣ Handover and User's Manual

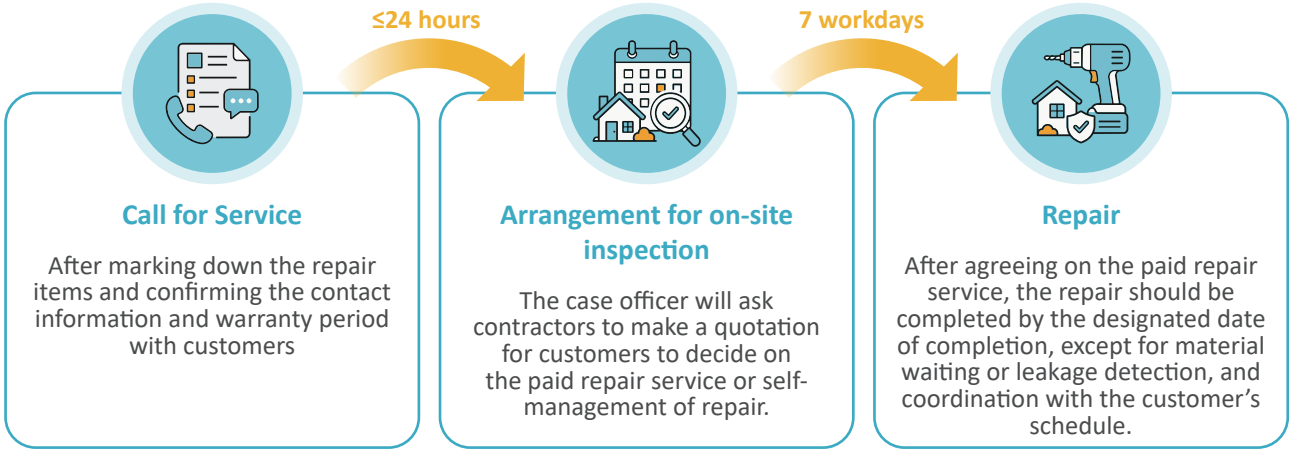
In addition to marketing campaigns, we also elaborately plan the user manual exclusive to each construction project for customers to get familiar with the product more easily. Apart from the thoughtful reminder on the points for notice for pre-occupation decoration management, household move-in registration, and house tax and land value tax, the manual also provides instructions to use, certificate of manufacture, and maintenance cycle of utility, building materials, fire equipment, security equipment, and common facilities of the building for customers to feel safer with our products through our efforts.



Thoughtful permanent after-sales service

We have a well-established customer service mechanism to ensure that the opinions of customers are timely heard and properly addressed. Hence, we uphold the "one-year warrant, permanent service" sustainable operations concept to provide customers with permanent and quick after-sales service. We have also established the stringent "After-Sales Service SOP" to ensure that all accepted call for service is completed within seven days. During the warranty period, except for damage caused by the sabotage or improper use of customers or natural and man-induced disasters, we will take charge of the repair and restoration of any manufacturing defects. After the warranty period, customers may also call for service, and we will send staff to conduct an on-site inspection, quote for the repair expense, and recommend trusted contractors to provide customers with a paid repair channel. We have designated full-time after-sales personnel across Taiwan and set up a consumer service hotline each in northern (0800-025-555), central (0800-423-153), and southern ((06) 282-1155) Taiwan. Customers may also search for our local customer centers on the corporate website. By integrating with the works system, we can find out the cause(s) and proceed with the repair for customers within the shortest time. Then, we will follow up on the results so customers feel safe to stay with PHDC.

Easy After-Sales Service Process



Effectiveness of after-sales service

To upgrade after-sales service, apart from taking charge of repair service through the works department, the after-sales service section will take over the call for service, on-site inspection, and repair service after one year of property or common facility handover and hire external units to take charge of the relevant services.

In 2025 we received 498 calls for service from Taipei, Taichung, Tainan, and Kaohsiung through the after-service process and completed the repair for 490 cases, with an accomplishment rate of up to 98.4%.

We also produce statistics on the proportion of calls for service completed within seven days to review the efficiency of our after-sales service, hoping to enhance the timeliness of customer responses more accurately. In 2025, 70.5% of repair cases were completed within 7 days, similar to last year. In the future, we will optimize time coordination with repair contractors, strengthen the management of order assignment control of areas, and remind and supervise after-sales service personnel to complete the repair service through the number of service reports, completed service cases, unfinished service cases, and cases unfinished within seven days reported at the weekly sales department meeting so as to enhance the efficiency of after-sales service. Additionally, service personnel will produce statistics and consolidate the data on the call for service items and report to the works department to improve and optimize the policy and system.

Statistics on Repair Service Accomplishment Rate 2025

Regions	Number of repair cases	Completed repair cases	Accomplishment rate	Number of repair cases completed within 7 days	Accomplishment rate of repair cases completed within 7 days
Northern Taiwan	23	23	100%	23	100%
Central Taiwan	26	21	81%	19	73%
Tainan and Kaohsiung	449	446	99.3%	309	68.8%
Enterprise-wide	498	490	98.4%	351	70.5%

Case Study –
Heartwarming After-Sales Service Case Study – Taipei Taizi Dadi

In November 2025, continuous torrential rains brought by Typhoon Fung-wong to northern Taiwan caused water leakage through the basement ventilation openings at Taizi Dadi. On December 10, the Company's after-sales service team conducted an on-site inspection, confirming that the leakage was primarily due to aged, degraded silicone sealant around the ventilation openings and structural damage to certain pedestals. To ensure resident safety and maintain building quality, the team promptly engaged professional contractors to execute repair work.

The remediation began with a thorough inspection and demarcation of the affected areas, followed by the clearing of aged and loosened joint sealants to ensure the quality and durability of subsequent repairs. Subsequently, cracks and voids were filled, and surface treatments along with waterproofing layers were reinforced to enhance overall protection. The entire repair process prioritized efficiency and stringent quality control, aiming to restore normal facility functionality within the shortest possible timeframe.

Through agile response and comprehensive after-sales service, the Company continuously enhances building quality and residential safety, fulfilling its commitments to sustainable operations and proactive risk management.







Upholding PHDC after-sales service principle, we explain and communicate with residents based on our warranty period and expertise and seek instructions from management for unsettled disputes. So, works personnel reported the cause and made recommendations with the sales memo, and management approved the assistance in repair and included this case in the education and training materials for the works department to improve future construction quality.

Residents buy their homes from the Company out of trust. Despite the occasional repair needs, we help residents find and solve problems through after-sales service, communicate and explain to them with empathy, and help them solve problems actively to maintain customer trust and recognition of the Company.

Customer satisfaction survey

The satisfaction survey on after-sales service is the most important communication and feedback mechanism between the company and customers, as well as the major source of the company's growth power. Hence, we conduct the service satisfaction survey on after-sales service personnel, repair contractors, and report registration personnel. The satisfaction survey includes four options: highly satisfied, satisfied, fair, and room for improvement. In 2025, the Taipei, Taichung, and Tainan & Kaohsiung Offices respectively and randomly sampled 3, 26, and 75 customers who reported repairs for satisfaction survey. The responses were respectively 100%, 94.9% and 100% satisfied (satisfied or very satisfied).

Customer Satisfaction Survey Evaluation Criteria



After-sales service personnel

- Response timeliness
- Service attitude
- Communication skills
- Professional Competency



Repair contractors

- Repair timeliness
- Service attitude
- Professional Competency
- Repair quality
- Cleaning after repair



Report registration personnel

- Service attitude



4.2 Insistence on Maintaining Customer Rights and Interests (GRI 418-1)

Protection of confidential information

We strictly follow the Personal Information Protection Act and its enforcement rules promulgated by the legal unit in the collection, processing or use of personal information. We have also established a personal information task force with the general manager, vice general manager, and all division officers. The task force holds team meetings from time to time, and the Audit Office conducts spot checks on the data management of each department and produce the personal information list. Additionally, the personal information task force publishes a semi-annual newsletter each year for all members to outreach the relevant policies to members of their units. The Administrative Department also offers courses relating to personal information from time to time for employees. The Personal Information Protection Act is also outreached to new employees during their orientation training. We have also established the "Agreement on Collection, Processing, and Use of Personal Information" and other documents, forms, and terms to handle the personal information provided by customers in property purchase, transfer, and loan.

▣ Procedures Addressing the Personal Information Protection Act

Short-term

Declaration of personal information and employee awareness training

- Forming the Personal Information Task Force
- Outreach the company's personal information protection policy
- Go to class on time and complete after-class training

Medium-term

Personal information protection process and risk inventory

- Coordinate with the inventory
- Discuss the feasibility of process optimization

Long-term

Process for optimization of personal information protection and audit of process effectiveness

- Integrate and coordinate the optimized process and SOP
- Feedback
- Receive effectiveness audit

To strengthen consumer data protection and prevent data breaches, we require sales representatives to sign the "Personal Data Protection Commitment Statement." During public sales activities, we remind visitors to complete a customer information form that includes personal data processing terms for their review. We obtain their consent to collect information such as their occupation, home-buying budget, and down payment, and keep such information confidential in accordance with applicable laws. When signing the sales agreement, we also add the separate "Agreement on Collection, Processing, and Use of Personal Information" for customers to sign. After inspection, acceptance, and handover, we archive customer data and stringently control the independent keycard. In 2025, there was no suspected information leakage or information leakage verified and sanctioned by the competent authorities.

▣ Data Management of Prince House

In addition to the personal data protection regulations for construction projects across Taiwan, the privacy protection of Prince House BOT projects is even a key item. Particularly, as students check in and withdraw from the Prince House every year, personal information management becomes exceptionally important. Hence, we have established the following Code of Personal Information Management to keep custody of personal information with the most stringent attitude. In 2025, there was no grievance on personal information leakage.

01 For all personal information forms for external use, we add warnings on personal information protection for form users to clearly understand the relevant information on our personal information policy.

02 We have also defined the retention period of all types personal information, including that of student dormitories (Prince House) and customers.

03 In personal information management, each unit has established a specific depository for personal information storage equipped with access control including entry and exit time recording and 24-hour CCTV monitoring.

04 CCTV cameras are also installed at the customer basic data storage of all counters. The storeroom behind counters is lock-protected, and bills including "Authorized Personnel Only" are posted at the entrance.

05 Personal data that has reached the end of its retention period is centrally handled by an ISO-certified disposal contractor, and a certificate of destruction is issued.

06 New forms requiring warnings on personal information protection must first be reviewed by the staffing and administrative units to determine the need for using warnings and the type of warnings.

5 Creating A Happy Workplace

5.1 Friendly and equal workplaces

5.2 Well-designed salary and benefits

5.3 Diversified career development and training

5.4 Safe and healthy workplace environment



Material topics covered in this chapter

Talent development, occupational health and safety, remuneration and benefits, employee wellbeing, employee diversity and equal opportunity.

Material Topics	**Talent Development**
GRI Indicators	GRI 3-3, GRI 404-1~404-3
Impact Description	Employees are the cornerstone of PHDC's upward development. We are committed to promoting equality and safety in the workplace, taking care of the physical and mental health of our employees, providing them with comprehensive benefits and development opportunities, and creating a happy workplace environment.
Policies and Commitments	The Company is committed to providing diverse learning opportunities to enhance employees' professional capabilities. We design training courses based on the professional and general knowledge needs of each position, and continuously promote an equal and diverse learning environment to enhance the team's overall capabilities.
Action Plan	**Positive impact management:** • Apart from arranging training courses based on different stages and needs for talents development, we also set targets for the annual education and training program by department, follow up on the development of learning diversity of employees, and support the innovation of potential talents through the in-house e-learning website and education and training system. **Negative impact management:** • Unfair performance evaluation systems can affect employee remuneration and lead to employee turnover. To avoid such a situation, we insist on fair and impartial performance evaluations to ensure no bias based on gender or age. Assessment is conducted by the direct supervisor, evaluating the employee's attendance and work performance. • Employees' thoughts and suggestions on the courses are understood through the feedback from the satisfaction survey after the internal training courses to continuously improve the internal training courses.
Goals	**Short-term (2026-2027):** • At least 12 hours of training per person annually. • Encourage employees to obtain professional certifications. **Medium- and long-term (2028 ~ 2032):** • Each person should at least 12 hours of annual training, and the professional course hours should be more than 50% of the annual training hours.
Effectiveness Assessment	• In 2025, the Company invested NT$336,018 in 3,234 hours of internal training and 1,152.5 hours of external training. • An average of 17.55 training hours in 2025.
Resources	The education and training team leader of each unit applies for and organizes relevant courses according to the needs of the unit. The management unit compiles an annual report and submits it to the supervisor for approval and reference for the training plan for the next year.
Responsible Unit	Administrative Division
Grievance mechanism	PHDC values employee opinions and encourages them to communicate any matters requiring discussion with their direct supervisors or the president at any time via the company email. In addition, we also conduct regular surveys to understand employee feedback.

Material Topics	**Occupational health and safety**
GRI Indicators	GRI 3-3, GRI 403-1~403-10
Impact Description	The increase in occupational disaster incidents not only damages the Company's reputation but also threatens the health and safety of employees. By maintaining a safe and healthy work environment, PHDC can effectively reduce negative impacts, allowing employees to feel more secure in their work.
Policies and Commitments	We have established the "Labor Safety Education and Training Program", "Full Construction Period Self-Inspection Program", "Regulations for Labor Safety Control", "Construction Disaster Prevention and Rescue Plan", and "Emergency Recuse System and Reporting System" to address occupational safety and health. The Company has established a series of occupational safety plans and measures, and formed a labor safety and health committee at each construction site. Before commencing work, safety and health training is provided, along with established safety guidelines. Regular environmental, health, and safety audits are conducted to ensure workplace safety. At PHDC, we treat our contractors as safety partners. Given this, we convey risk awareness knowledge to them through labor safety guidelines to jointly create a healthy and safe working environment, enabling employees to work with peace of mind and, as a result, improve work performance.
Action Plan	**Positive impact management:** • Through establishing a series of plans and measures, we effectively manage occupational health and safety. We also provide a healthy and safe workplace environment for employees to protect their health and safety rights at work. **Negative impact management:** • If subsequent response measures for occupational disaster events – such as emergency response mechanisms and accident investigation procedures – are not established, it will be difficult to respond promptly and handle the accident effectively when it occurs, potentially leading to personnel injuries or fatalities. Therefore, PHDC places great emphasis on accident procedures and establishes emergency response teams for each project to actively provide rescue and implement preventive measures.
Goals	**Short-term (2026-2027):** • Continue to provide on-site medical health services. • At least one hour of employee health-related training annually. **Medium- and long-term (2028 ~ 2032):** • Zero major occupational accidents and occupational diseases. • Increase occupational safety and health education and training by 400 hours.
Effectiveness Assessment	• Organized four occupational safety and health training sessions, with a total of 20 participants and 120 training hours. • No major workplace accidents or fatalities in 2025.
Resources	The Company organizes regular training sessions, utilizing both internal and external instructors to deliver occupational safety and health precautions and course instruction, thereby strengthening employee safety awareness.
Responsible Unit	Coordination Meetings, Project Construction Offices, Engineering Management, General Manager's Office
Grievance mechanism	Feedback can be submitted to Engineering Management via telephone (+886-2-2758-8989 ext. 2303) or email (9612015@exchange.prince.com.tw). The Company will duly record each case and facilitate its handling and resolution.

Material Topics	Employee wages, benefits, and care
GRI Indicators	GRI 3-3, GRI 201-3, GRI 401-2, GRI 401-3
Impact Description	Inadequate benefits can lead to employee turnover and lower retention rates, ultimately decreasing employee morale. At PHDC, we regard employees as our important assets, and therefore actively provide them with various benefits exceeding legal requirements.
Policies and Commitments	We undertake to offer well-planned benefits to employees. To promote friendship among employees and their physical and mental health, apart from offering benefits including Labor Insurance, National Health Insurance, group insurance, maternity and parental leave, and pension. We have also established an Employee Welfare Committee (EWC) to offer various types of benefits to employees.
Action Plan	**Positive impact management:** • Regular labor-management meetings are held quarterly to facilitate good communication and interaction between labor and management. • Respect employee wishes when considering job or department transfers, and communicate with them thoroughly beforehand to improve their job satisfaction. • Provide employee education and training, encourage continuous professional development, and actively support employees in obtaining professional skill certifications. **Negative impact management:** • To encourage employees to submit suggestions for improvement, a welfare committee comprised of employee representatives has been established to enhance benefits that better meet employee needs.
Goals	**Short-term (2026-2027):** • Continue to implement benefits exceeding legal requirements. • Maintain the transparency of the Welfare Committee's operating procedures and channels. • Continue to organize a diverse range of education and training courses. **Medium- and long-term (2028 ~ 2032):** • Introduce one new benefit plan each year to ensure the long-term well-being of our employees at work. • Hold labor-management meetings each year to provide employees with a transparent and open communication channel. • Continue to plan comprehensive education and training programs for employees to ensure their future career development.
Effectiveness Assessment	• In 2025, 360 employees of Prince Construction Business applied for welfare benefits, totaling NT$2,517,795. • In 2025, internal training hours totaled 3,234 hours, while external training hours reached 1,152.5 hours, representing a total investment of approximately NT$336,018 and an average of 17.55 training hours per employee.
Resources	The Employee Welfare Committee has established a range of welfare benefits for employees.
Responsible Unit	Administrative Department, Employee Welfare Committee
Grievance mechanism	The Company regularly holds labor-management meetings, providing a channel for employees to express their opinions. The Employee Welfare Committee also collects employees' suggestions and opinions regarding welfare measures and submits them to the Company for further discussion.

Material Topics	**Diversity and equal opportunity**
GRI Indicators	GRI 3-3, GRI 402-1, GRI 405-1, GRI 406-1
Impact Description	PHDC values diversity among management and employees and promotes workplace equality. In addition to strict compliance with international laws and regulations, we have also established our own human rights policies to prevent workplace violations.
Policies and Commitments	The Company complies with international standards (e.g., the UN Global Compact, the Universal Declaration of Human Rights), establishes a human rights policy, explicitly prohibits all forms of forced labor and the use of child labor, and respects employees' freedom of assembly, association, and religion. PHDC opposes any discrimination, bullying, and harassment, and is committed to providing a safe, healthy, and hygienic work environment. We strictly comply with local labor laws to prevent human rights violations. We also prioritize employee well-being, offering appropriate support and care, and ensuring open communication channels to foster a harmonious workplace.
Action Plan	**Positive impact management:** • The Company advocates diversity and actively promotes policies such as gender equality and equal pay for equal work, safeguarding employees' equal rights in the workplace and reducing their unemployment rate. **Negative impact management:** • For negative human rights incidents, the Company not only organizes education and training to enhance relevant knowledge, but also establishes transparent communication channels for employees to file complaints and assist in resolving them.
Goals	**Short-term (2026-2027):** • Continue to maintain " zero " reports of human rights violations, covering forced labor, discrimination, bullying, and child labor. • At least two female directors are appointed each year. • Continue to organize a variety of diverse equality-focused activities and training courses annually to promote these initiatives. **Medium- and long-term (2028 ~ 2032):** • Maintain " zero " human rights violations. • Diverse equality-focused activities, training courses, and promotions are hold more than twice per year.
Effectiveness Assessment	• The proportion of female directors reached 22.2% in 2025, and the proportion of women in management positions reached 41.5%. • 152 people participated in the courses on gender equality, with a post-course satisfaction rate of 9.5 out of 10.
Resources	With the education and training courses organized, frequent advocacy across departments, as well as the information provided by the Administrative Department and the legal unit, our employees are informed of the concept of diversity, equality, and inclusion, fostering a harmonious workplace.
Responsible Unit	• Channels for reporting unlawful acts: Internal Audit Unit, Management Group, and Legal Unit • Sexual harassment prevention measures, complaint and disciplinary procedures: Administrative Department
Grievance mechanism	In addition to promoting awareness through education and training to help employees understand the importance of diversity and inclusion, the Company also provides dedicated reporting hotlines and email channels. Unlawful Infringement: Telephone: 06-2821155 ext. 5100 or 8501; 02-27589599 ext. 3101 or 8806 Email: 0507031@exchange.prince.com.tw；2508037@exchange.prince.com.tw； 0505040@exchange.prince.com.tw；9309012@exchange.prince.com.tw Sexual harassment: Phone: (06) 2821155 #3103

5.1 Friendly and equal workplaces

(GRI 2-7, GRI 2-8, GRI 2-23, GRI 2-25, GRI 401-1, GRI 402-1, GRI 405-1, GRI 406-1)

Prince Housing & Development insists on fulfilling CSRs and protects the basic human rights of all employees. We are committed to complying with internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights and the United Nations Global Compact. Since 2018, we have established the "Human Rights Policy" of Prince Housing & Development, which prohibits any form of forced labor and child labor. We respect the employees' freedom of assembly and association and religious beliefs. We oppose discrimination, bullying, and harassment, provide a safe, hygienic, and healthy work environment, comply with local labor laws and regulations, and eliminate human rights violations. The Company has established a human rights due diligence process by integrating our Human Rights Policy into the overall corporate governance framework. These policies and the scope of human rights due diligence apply to employees across all levels and operational units. Key areas of focus include workplace health and safety, as well as treating both employees and customers with respect and dignity. Through institutionalized management mechanisms and comprehensive training programs, we continuously enhance the management and implementation of human rights practices. In 2025, human rights-related training sessions (covering topics such as human rights policies and the prevention of workplace harassment and unlawful infringement) were conducted, recording a total of 162 participants and 182 training hours. We are also committed to providing every employee with appropriate concerns and care, enforce employee care, and provide unfettered communication channels to promote workplace harmony.

▣ Human Rights Due Diligence Management Process



PHDC is concerned with human rights issues.

- No child labors
- Freedom of religions of employees
- No forced labor
- No discrimination, bullying, and harassment
- Freedom of association of employees
- Provision of a safety, sanitary, and healthy workplace environment

We assess the risk of occurrence to employees of the above concerned issues and implement corresponding counteractions described as follows:

▣ PHDC Human Rights Policy and Human Rights Risk Assessment Form

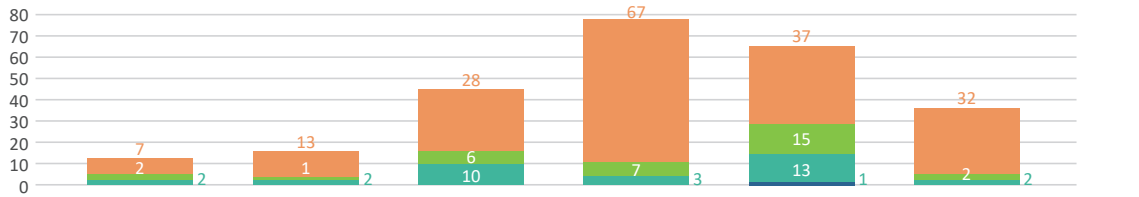
Employee composition and diversity

PHDC values the basic rights and interests of employees, especially labor and human rights conditions, hoping to create a friendly working environment. Our human resource utilization policy, including employment, salary, performance evaluation, and promotion opportunity, apart from complying with the Labor Standards Act, we make no differential treatment and treat employees impartially regardless of gender, race, social status, age, marital status, religion, political affiliation, and family status.

By the end of 2025, the total number of employees of Prince Construction Business was 250, with all employees hired from Taiwan. The workforce comprised approximately 48% male and 52% female employees; 32.0% were based in the Northern region, 17.6% in the Central region, and 50.4% in the Southern region. Management positions accounted for 52% of the total, while non-management positions accounted for 48%. All employees are full-time staff, with no part-time, non-guaranteed hours, or temporary employees, thereby providing stable employment security. Additionally, there were 3 non-employee workers, including 2 males and 1 female in southern Taiwan who were dispatched labor. Compared to 2024, the Company's employee count and composition remained largely unchanged.

In 2025, the largest group of employees were between 30 and 50 years old, representing 48% of the workforce. Employees under 30 made up 11%, while those over 50 constituted 41%. Prince Construction Business's workforce has a primarily bachelor's degree education level (approximately 52%), with master's degree holders comprising 14%.

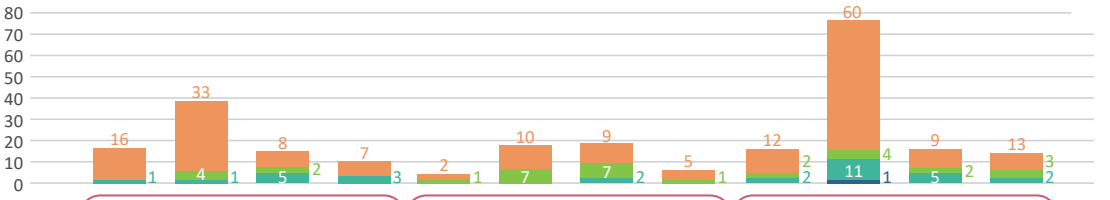
Employee Composition of Prince Construction Business by gender and by age



	Male	Female	Male	Female	Male	Female	Total
PHDC	7	13	28	67	37	32	184
CSCC	2	1	6	7	15	2	33
PUEC	2	2	10	3	13	2	32
TCCE (PHDC internal projects)	0	0	0	0	1	0	1
Total	11	16	44	77	66	36	250

Note: Employee headcount statistics are calculated based on the number of active employees as of December 31, 2025.

Employee Composition of Prince Construction Business: By region/educational background



	Master	Bachelor	College	Senior high school (inclusive) and below	Master	Bachelor	College	Senior high school (inclusive) and below	Master	Bachelor	College	Senior high school (inclusive) and below	Total
PHDC	16	33	8	7	2	10	9	5	12	60	9	13	184
CSCC	0	4	2	0	1	7	7	1	2	4	2	3	33
PUEC	1	1	5	3	0	0	2	0	2	11	5	2	32
TCCE (PHDC internal projects)	0	0	0	0	0	0	0	0	0	1	0	0	1
Total	17	38	15	10	3	17	18	6	16	76	16	18	250

Note: Employee headcount statistics are calculated based on the number of active employees as of December 31, 2025.

▣ 2025 new employees of Prince Construction Business

Gender	Age	Northern Taiwan	Middle Taiwan	Southern Taiwan	Total	Rate of New Employee Hires(Note)
Female	<30 years old	3	2	5	19	14.73%
	30-50 years	2	2	5		
	>50 years	0	0	0		
Male	<30 years old	0	5	4	18	14.88%
	30-50 years	0	2	2		
	>50 years	2	1	2		
Total		7	12	18	37	14.80%

Note: Rate of new employee hires = Number of new employee hires in each category/Total number of employees in each category at the end of year

Note: Employee headcount statistics are calculated based on the number of active employees as of December 31, 2025.

▣ 2025 employees resigned from Prince Construction Business

Gender	Age	Northern Taiwan	Middle Taiwan	Southern Taiwan	Total	Rate of Employee Turnover(Note)
Female	<30 years old	0	2	1	10	7.75%
	30-50 years	1	0	5		
	>50 years	1	0	0		
Male	<30 years old	0	2	1	19	15.70%
	30-50 years	2	2	5		
	>50 years	2	2	3		
Total		6	8	15	29	11.60%

Note: Rate of employee turnover = Number of employee turnover in each category/Total number of employees in each category at the end of year.

Note: Employee headcount statistics are calculated based on the number of active employees as of December 31, 2025.

In 2025, the employee turnover rate for Prince Housing and Development Corp.'s core business was 11.60% (7.75% for female employees and 15.70% for male employees), down from 16.25% in 2024 (11.11% for female employees and 21.14% for male employees). The overall turnover rate decreased by approximately 29% compared to 2024, representing a significant decline that reflects tangible improvements in workforce stability, talent retention initiatives, and organizational management effectiveness.

Gender	Age	2024		2025		Year-over-Year Difference
		Total	Turnover Rate	Total	Turnover Rate	
Female	<30 years old	4	11.11%	3	7.75%	-30%
	30-50 years	5		6		
	>50 years	4		1		
Male	<30 years old	1	21.14%	3	15.70%	-26%
	30-50 years	9		9		
	>50 years	16		7		
Total		39	16.25%	29	11.60%	-29%

Unfettered communication and grievance channels for employees

We value the opinions and feedback of every employee and encourage open communication with immediate supervisors whenever needed. For matters requiring direct attention, employees may also email the President at any time via the dedicated company mailbox. In addition, an employee satisfaction survey was conducted in 2025 to comprehensively collect employee opinions and feedback, enabling the Company to actively listen, address concerns, and make targeted improvements.

Labor-management communication channel

As PHDC does not have a labor union, there is no collective bargaining. To safeguard employee rights and foster dialogue between labor and management At PHDC, we value the participation of employees in company affairs through a multifaceted mechanism. In terms of communication between the labor and management, we hold quarterly labor-management meetings to discuss and explain to the labor representatives various major business developments and operational decision-making contents of the Company. In 2025, the attendance rate of both the labor and management was 92.5%. If there are any major operational changes, the Company will comply with Article 16 of the Labor Standards Act and give notice 30 days in advance. In accordance with the law, if the employer terminates the contract without giving the required notice, the salary shall be paid for the notice period.

1. A 10-day notice for a continuous service length over three months but less than one year.
2. A 20-day notice for a continuous service length over one year but less than three years.
3. A 30-day notice for a continuous service length over three years.

In addition, we actively listen to new employees' needs and reasons for resignation, then communicate and adjust as necessary to ensure smooth communication channels.

Gender equality grievance channel

PHDC is committed to gender equality in the workplace. We clearly specify the definition of workplace abuse, and a written statement is published on the bulletin board for publicity. In addition, we provide a complete grievance channel (including mailbox, hotline, and questionnaires) for incidents of harassment and sexual harassment, protecting the rights and interests of employees. No complaints regarding workplace misconduct were received in 2025.

Patterns of workplace misconduct:



Physical

(e.g., beating, scratching, punching, and kicking, etc.)



Sexual harassment

(e.g., inappropriate sexual implication and behavior, etc.)



Psychological

(e.g., threatening, bullying, harassment, and abuse, etc.)



Stalking and harassment

(e.g., surveillance, observation, and tailing, etc.)



Language

(e.g., bullying, intimidation, interference, discrimination, etc.)

5.2 Well-designed Salary and Benefits (GRI 2-20, GRI 201-3, GRI 401-2, GRI 401-3)

PHDC provides employees with stable remuneration conditions that are competitive in the market. We have established a Remuneration Committee to formulate and review performance evaluation and remuneration policies, systems, standards and structures. Remuneration is determined based on factors such as employees' educational background, professional knowledge and technology, seniority, personal performance, and the reasonableness of remuneration in a timely manner depending on the actual business conditions and relevant laws and regulations. Relevant proposals are submitted to the Board of Directors for review and decision-making. In addition, we adhere to the principle of equal pay for men and women for equal work, and the starting salary of employees does not differ based on gender.

In 2025, we disclosed the salary information of full-time employees who are not in management positions in accordance with Article 4-2 of the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies.

▣ Salary Information of Non-Management Full-Time Employees

Year	Number of non-management full-time employees	Average wage of non-management full-time employees (NT$ thousands)	Median wage of non-management full-time employees (NT$ thousands)
2025	177	778	708
2024	179	721	660
Growth Rate	-1.12%	7.91%	7.27%

We undertake to offer comprehensive benefits to employees. To promote friendship among employees and support their physical and mental well-being, apart from offering benefits including Labor Insurance, National Health Insurance, Employment Insurance, Occupational Accident Insurance, group insurance (accidental injury medical insurance and hospitalization medical insurance), maternity and parental leave, and pensions, we have also established the Employee Welfare Committee (EWC) to offer various types of benefits to employees, such as marriage, funeral, and childbirth subsidies; infant care or children's education subsidies; cash gifts for the three major traditional festivals; year-end and birthday cash gifts; and employee health checkups. Each employee of Prince Construction Business is entitled to apply to Employee Welfare Committee for the applicable benefits. In 2025, a total of 360 PHDC employees applied for benefits, representing an investment of over NT$2.5 million in our workforce. We are committed to providing a diverse range of benefits to our colleagues and continuously enhancing existing programs to exceed legal requirements and foster employee satisfaction.

▣ Benefits and Number of Applicants in 2025

Benefit	Number of Applicants
Weddings and funerals	2 marriage subsidy, funeral subsidy for 11 people.
Childbirth subsidy	Childbirth subsidy for 2 people.
Child Education Benefit	In 2025, a total of 143 people applied. A total of 73 applications were received at the second semester of academic year 2024 and 70 applications were received at the first semester of academic year 2025. The applications for education benefits did not include the applications for scholarships.
Scholarships for Children	In 2025, a total of 62 people applied. including 32 applicants at the second semester of academic year 2024 and 30 applicants at the first semester of academic year 2025.
Employee Canteen	Employees are provided with a comfortable dining environment, with healthy and convenient meals. A total of 97 employees used the service in 2025.
Employee Purchase Benefits	This group buying platform is an employee benefit provided by the Group, offering exclusive discounted prices; a total of 43 employees utilized this benefit in 2025.

Parental leave

In view of the parenting need of employees, employees after working at PHDC for six months may apply for parental leave of not more than two years to take care of children under three years old in accordance with the Act of Gender Equality in Employment and Regulations for Implementing Unpaid Parental Leave for Raising Children. We offer the right to unpaid parental leave to employees in accordance with the Act of Gender Equality in Employment and Regulations for Implementing Unpaid Parental Leave for Raising Children. In 2025, 56% of PHDC employees applied for parental leave, with a 50% retention rate.

▣ Status of Unpaid Parental Leave in 2025

Item	Number of male applicants	Number of female applicants	Total
Total number of employees entitled to parental leave in 2025 (A)	3	6	9
Total number of employees taking parental leave in 2025 (B)	0	5	5
Total number of employees expected to return to work after parental leave in 2025 (C)	0	2	2
Total number of employees returning to work in 2025 after the end of parental leave in 2025 (D)	0	1	1
Total number of employees returning to work in 2024 after the end of parental leave in 2024 (E)	0	0	0
Total number of employees returning to work in 2024 after the end of parental leave and still employed 12 months after their return to work (F)	0	0	0
Rate of applications for unpaid parental leave (B/A)	0	83%	56%
Return to work rate (D/C)	Not applicable	50%	50%
Retention rate (F/E)	Not applicable	Not applicable	Not applicable

Retirement Plan

At PHDC, there are two types of employee retirement plans: defined benefit obligation (the Old System based on the Labor Standards Act, LSA) and the contribution obligation (the New System based on the Labor Pension Act, LPA). In accordance with the LSA and LPA, employees hired on and before June 30, 2005 are entitled to the seniority of the Old System. However, they are entitled to the seniority of the New System after selecting the New Plan at free will. Under the Old System, each month we despite 8% of the salary of employees with LSA seniority in the special account at the Bank of Taiwan. Under the New System, each month we contribute 6% of the labor pension grade of employees entitled to the New Plan to their personal pension accounts. In 2025, we appropriated a total of NT$ 54,316 thousand as the pension fund for both plans. By December 31, 2025, the amount of recognized labor retirement reserve fund for the Old System was about NT$ 6,163 thousand, and the balance as of funds appropriated to the pension special account of the Old System was NT$ 135,785 thousand.



5.3 Diverse Career Development and Training (GRI 404-1, GRI 404-2, GRI 404-3)

We plan training courses based on the stage needs of employees. From the orientation training that helps new employees get familiar with the corporate culture and environment and understand our business direction and philosophy to the serial in-service training courses based on different job duties and job grades planned to provide employees with systematic learning and development.

Education and training map





Education and Training for New Employees

For employees to understand the corporate culture and regulations more quickly and to enhance their understanding of our services, in addition to the professional training arranged by the hiring unit, we also arrange e-learning general education courses to guide new employees for the best training results.

Self-organized internal education and training

Every year each department establish the annual education and training plan according to the duty needs to improve the professional competencies of employees through professional courses. A series of internal education and training courses were held in 2025. For example, courses included practical analysis of the corporate governance evaluation to familiarize employees with evaluation indicators, key focus areas, and common questions, thereby enhancing each unit's understanding and preparation capabilities; updates on preventing workplace violence and briefings on the Personal Data Protection Act to reinforce employees' legal awareness and responsibilities; and the accounting treatment of carbon assets and carbon fees to assist the Company in establishing a compliant and consistent carbon accounting framework amid net-zero transition and carbon regulation policies, thereby enhancing professional competencies and aligning with industry trends.

In 2025, Prince Housing and Development Corp.'s core business organized 64 in-person internal training sessions, totaling 3,234 training hours.

External Education and Training

We also encourage employees to take external training courses to make continual self-improvement. Through participation in forums, seminars, and certification-related courses, employees enhance their operational capabilities and professional competencies. A series of external training courses was conducted in 2025. Examples include courses exploring audit ethics and professionalism in the AI era, system audits, and assisted auditing, which familiarized employees with AI auditing tools to improve audit efficiency and accuracy while upholding ethical standards. Additionally, seminars on the Personal Data Protection Act, National Health Insurance knowledge, and the Narcotics Hazard Prevention Act helped employees better understand their rights and enhance their legal literacy.

In 2025, Prince Housing and Development Corp.'s core business assigned employees to a total of 65 in-person external training sessions, accumulating 1,152.5 training hours, an increase of approximately 123 hours compared to 2024.

In 2025, Prince Construction Business provided a total of 4,386.5 internal and external training hours, averaging 17.55 hours per employee, at a total cost of approximately NT$336,018.

Statistics on Internal and External Education and Training

▣ Average hours of internal and external training per employee of Prince Construction Business in 2025

Gender	Male			Female		
Employee Type	Total training hours	Total number of people	Average hours of training	Total training hours	Total number of people	Average hours of training
Management Jobs	1,233	76	16.2	1,225	54	22.7
Non-Management Jobs	663.5	45	14.7	1,265	75	16.9
Total	1,896.5	121	15.7	2,490	129	19.3

Note: Training hours exclude employees on unpaid parental leave, resulting in a variance from the figures disclosed in the annual report.

▣ 2025 Prince Construction Business Education and Training Performance

Total expenses for internal and external education and training: approximately NT$**336,018**

Total hours of internal and external education and training: **4,386.5**

Average hours of internal and external training per employee: **17.55**



Internal education and training



Latest updates on workplace violence and harassment prevention



Latest updates on workplace violence and harassment prevention

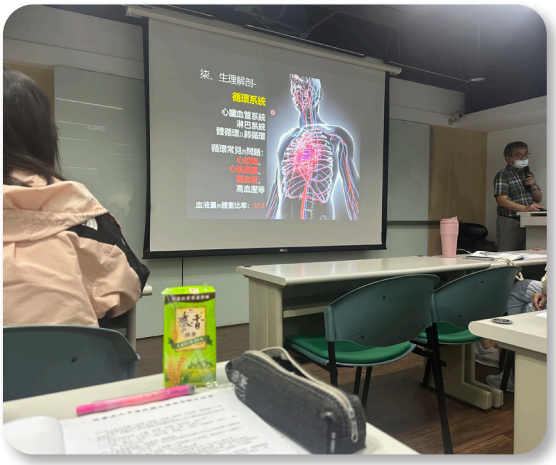
External Education and Training



Courses on common hazard types in construction engineering



Courses on Occupational Safety and Health Regulations



Health promotion courses



Courses on Building Materials





Training Satisfaction Survey

Prince Housing and Development Corp. conducted an online training satisfaction survey from January 1 to December 31, 2025. A total of 182 questionnaires were distributed and 126 valid responses were collected, representing a response rate of 69.23%. The survey evaluated dimensions including course diversity, practicality, professionalism, the timeliness of course notifications, and work-life balance. Among the evaluation items, "Timeliness and clarity of course announcements" received the highest rating at 8.9 out of 10, whereas "Company training courses promote work-life balance" scored the lowest at 7.9 out of 10. The overall average satisfaction score was 8.4 out of 10. For dimensions with lower satisfaction levels, the Company solicited detailed employee feedback via the survey to formulate targeted improvement measures and responsive action plans.

High-Satisfaction Dimensions	Employee Feedback	Low-Satisfaction Dimensions	Response Measures and Improvement Actions
Timeliness and clarity of course announcements	Organize more training sessions and encourage active participation to expand professional knowledge and broaden perspectives	The Company's training programs help promote work-life balance	Expand course offerings and focus areas, and regularly review course content and duration to ensure alignment with industry trends and practical needs. In addition to continuing professional courses, strengthen general education and career development curricula, emphasize comprehensive and systematic training for mental well-being and management associates/ talent pipelines, and facilitate cross-departmental learning and resource sharing to enhance overall training effectiveness.
Diversity and variety of the Company's training courses		The Company's training courses contribute to individual career development planning	

Performance evaluation

Apart from helping employees improve professional skills, the results of education and training are expected to improve the effectiveness in actual work of employees. We conduct a performance evaluation once every six months. In 2025, a total of 236 employees underwent a performance evaluation, with a 94% acceptance rate, regardless of gender or age. Immediate supervisors evaluate their subordinates with items including attendance and work performance to effectively assess the personal work performance and future developmental potential of employees.

▣ Rate of Performance Evaluation of Employees of Prince Construction Business 2025

Gender	Male			Female		
Employee Type	Number of Employees Evaluated	Numbers of person	Rate of Evaluation	Number of Employees Evaluated	Numbers of person	Rate of Evaluation
Management Jobs	74	76	97%	53	54	98%
Non-Management Jobs	41	45	91%	68	75	91%
Total	115	121	95%	121	129	94%

Note: As employees with a service length less than 183 days were not evaluated, the rate of evaluation did not reach 100%.

5.4 Safe and healthy workplace environment

(GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10, SASB IF-HB-320)

Occupational health and safety (OH&S) management

As Cheng-Shi Construction Co., Ltd. (CSCC) and group affiliate Ta Chen Construction & Engineering Corporation (TCCE) mainly take charge of the construction projects of PHDC, it is our responsibility to take care of their industrial safety. Additionally, we have also established OH&S-related programs and regulations and set zero accident as the ultimate goal.

▣ OH&S-related programs and regulations

- **OH&S education/training programs**

  Workers should be provided with OH&S education and training required by their jobs and disaster prevention.

- **Full Construction Period Self-Inspection Program**

  We actively search for unsafe and unhealthy states and behaviors and engage in accident prevention.

- **Regulations for Labor Safety Control**

  Acetylene and oxygen cylinder management; open fire job permission; access control; temporary safety and health features.

- **Construction Disaster Prevention and Rescue Plan**

  SOPs for handling severe disasters during the construction period.

- **Emergency Recuse System and Reporting System**

  Draw up the emergency recuse system and reporting system to most effectively report emergency in the shortest time.



Occupational health and safety (OH&S) policy

To ensure safe operations and employee safety and health and care about the safety of contractors, workers, and workers, TCCE implements total employee safety with strong determination and establishes the OH&S Policy that has been approved by the president and chairman. The policy includes the following items:

▣ Items covered by the OH&S systems



OH&S coordinative organization

PHDC has established a labor safety and health agreement organization within the scope of each construction site contract based on occupational safety and health. We have also established labor safety and health guidelines, and have included contractors as safety partners. The participating members of the labor safety and health agreement organization are the project site personnel of PHDC, construction plants, contractors, and subcontractors, etc., they supervise the labor safety and health conditions at construction sites. We also daily audit site safety and health matters to ensure the safety of employees, contractor workers, road users and future customers after completion.

Occupational health and safety (OH&S) Management Systems

To develop a more comprehensive management system, TCCE under Prince Construction Business has established the ISO 45001/CNS 45001 Occupational Health and Safety (OH&S) Management Systems and passed the certification in 2024 for the ISO 45001:2018 (CNS 45001:2018) OH&S Management Systems by AFNOR ASIA, with validity until December 23, 2026. The OH&S management systems apply to a total of 688 employees and workers, including 315 PDHC employees and 373 workers of contractors at all levels. The scope of implementation of the OH&S management systems covers the Taipei and Kaohsiung offices, and all employees and workers of TCCE (100%) are covered by the periodic certification of the systems.



Certificate
Certificat

臺灣職業安全衛生管理系統
驗 證 證 書

茲 證 明

大成工程股份有限公司

台北市信義區忠孝東路四段 560 號 7 樓之 1

實施之職業安全衛生管理系統符合
CNS 45001:2018 及 TOSHMS 特定稽核重點事項之要求

驗 證 範 圍 ： 建築工程、土木工程之施工及營建管理。

證 書 編 號 ： CB12-104009-06

初 次 登 錄 日 期 ： 中 華 民 國 104 年 10 月 26 日

生 效 日 期 ： 中 華 民 國 113 年 03 月 12 日

有 效 期 限 ： 中 華 民 國 115 年 12 月 23 日

驗 證 機 構 ： 艾法諾國際股份有限公司

APPROVED BY

Patrick NI
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ON BEHALF OF
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afaq TAF Management System Certification MS012

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臺灣職業安全衛生管理系統
驗 證 證 書 附 件

證 書 編 號 ： CB12-104009-06

有 效 期 限 ： 連同主證書有效期限至中華民國 115 年 12 月 23 日

場區名稱	地址	驗證範圍
台北辦公室-核心功能	台北市信義區忠孝東路四段 560 號 7 樓之 1	營建管理、現場督導
高雄辦公室	高雄市苓雅區中正二路 74 號 11 樓	營建管理、現場督導

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第 2 頁，共 2 頁

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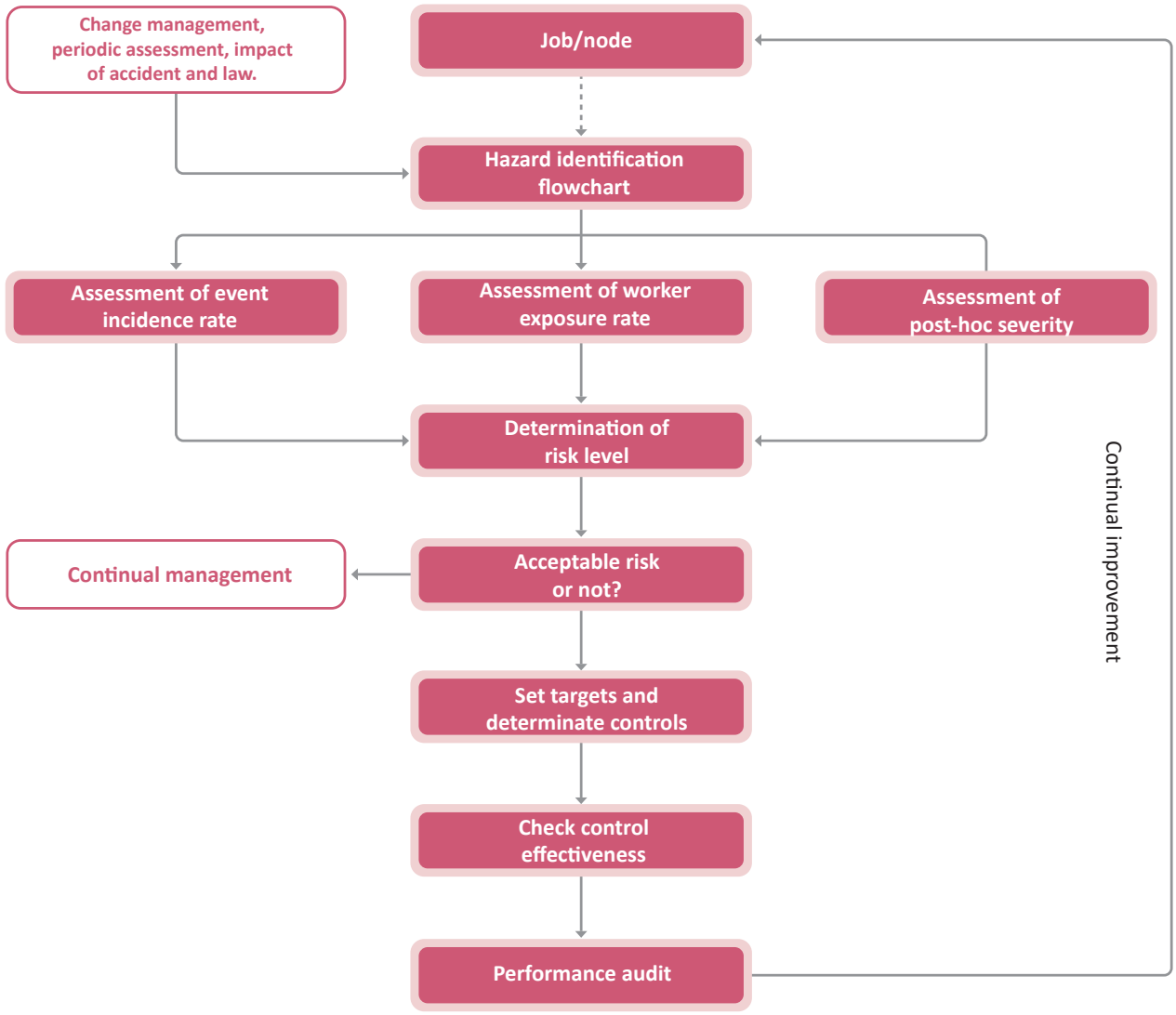
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Note: The scope of the occupational safety and health management system re-validation is limited to the Taipei office, Kaohsiung office, and the construction site.

Hazard identification and risk management

We value the field health and safety of employees. Hence, we have established the risk assessment process for operational safety. Through a hazard identification flowchart,we assess operator exposure and the severity of potential consequences to identify risk levels. Then, we develop relevant control measures to effectively mitigate those risks, and review both the risks and related operational processes annually for continuous improvement.

Flowcharts of hazard identification, risk assessment, and control determination



Based on different work conditions, we have identified potential hazards, classified them into 8 categories, and arranged the relevant protective equipment according to the actual status of operation to facilitate project and management control and protection. Additionally, we have run risk assessment in terms of the severity and likelihood of hazard events.

Type	Description	Countermeasures
Drop/ Tumble	It refers to falling or dropping off quickly and without control from buildings, scaffolds, machinery, equipment, ladders, and ramps of the human body.	Install railings and covers, use safety nets, wear harnesses, post bills, and prevent entry based on different situations.
Fall	It refers to falling on near the same surface of the human body, i.e., stumbling or slipping.	Maintain the aisles, floors, and stairs in workplaces against fall, slipping, and trampling or take necessary precautionary actions.
Crash	It refers to impacting a static or moving object of the human body in addition to the drop, tumble, or fall.	Administer general safety and health education and training required for work.

Type	Description	Countermeasures
Flying Object	It refers to colliding with the human body by a flying or dropping object.	Install equipment for preventing flying objects, warnings, and vacate unrelated personnel with unpermitted entry in the operation area.
Collapse/ Crumbling of Objects	Collapses of piles (including stacks), construction scaffolds, and buildings resulting in human impact.	Conduct hazard investigation and take appropriate protection before operation.
Impact	It refers to impacting the human body by objects other than flying, falling, collapsing, or crumbling objects.	Administer general safety and health education and training required for work.
Entanglement/ Rolling	It refers to the entrapment and rolling after being entrapped or rolled by objects.	Install protective equipment such as shields, guards, casings, and bridges; stop machinery operations; and install lock or warning signs.
Stabbing/ Puncture, Cut, Scratch	It refers to scratches and stabbing and cut due to puncturing.	Provide written notification of the operation environment, hazard factors, and the required precautionary actions as stipulated in the Occupational Safety and Health Act and related safety and health regulations.

In addition, we also provide workplace protection and prevention plans. Through investigation, operational analysis, identification, and evaluation, we can identify hazard risks, and formulate protection and prevention plans based on the risk results to help employees prevent injuries in a timely manner, while protecting employees' health.

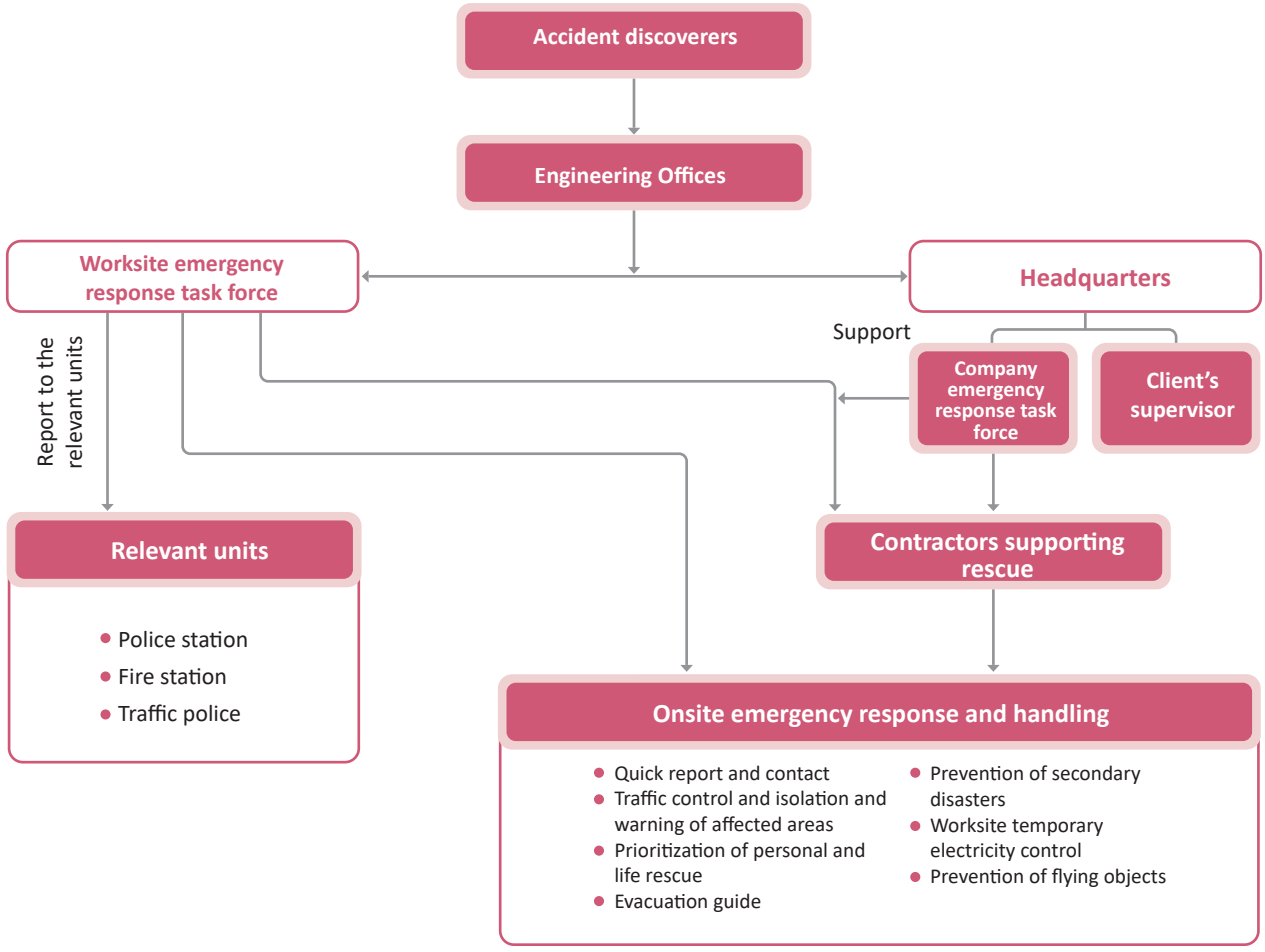
Hazard and risk identification	Description of risk content	Countermeasures
Heat hazard	Long-term high-temperature operating environments may cause dehydration, heat stroke, or shock of workers.	Implement education and promotion on the prevention of heat-related illnesses among workers, and provide a shady resting area, such as shelters, and provide sufficient drinking water in the workplace.
Ergonomic hazards	Workers exposed to suboptimal design, repetitive work, poor posture, or improper time management may cause musculoskeletal injuries and illnesses.	Plan to conduct education and training and have professionally trained personnel execute complete procedures and complex tools.
Chemical hazards	Exposure to chemical substances in hazardous environments causes physical discomfort or poisoning through contact, inhalation, or ingestion. In severe cases, it can lead to death.	Conduct education and training to understand the chemical hazards that may exist in the workplace, conduct environmental surveys and instrument monitoring to detect hazardous substances immediately, and wear personal protective equipment.
Biological hazards	Various animals, plants, bacteria, viruses, etc. can cause discomfort or poisoning to the human body.	Strengthen the cleaning and regular disinfection of the operating environment, enhance ventilation, and wear protective equipment such as masks and protective clothing.
Psychosocial hazards	Violence and injury caused by mental illness from work stress or illness	Organize hazard prevention and communication skill training, appropriately adjust manpower or duties according to the suitability of the job, and establish the Company's complaint channel and preventive measures.
Hazard identification for specific sensitive groups	Investigation and improvement of the working environment for middle-aged, elderly, and workers under the age of 18, and those at risk of maternal health hazard, to ensure the operation safety of sensitive groups.	Regular employee health checkups, adjustment of employees' work suitability or adjustment of workload or working hours

Emergency response and safety management

We care about emergency response and handling and form an emergency response task force in every construction project to take counteractions in terms of communication/first aid, rescue/firefighting, traffic control/M&E, support, and public relations so as to make perfect response to and handle emergency.

Additionally, to build a safe workplace environment, we install an outdoor CCTV system with infrared cameras connected to the worksite security office and engineering office for real-time on-site monitoring and real-time remote monitoring to capture the worksite status so as to take action on any defects detected to achieve zero blind spots for worksite safety.

Occupational Accident Investigation Process



Occupational Disaster Statistics

We care about the safety and health condition of on-site personnel, particularly worksite workers working in higher-risk work environments. After all, zero worksite accident is our ultimate goal. In 2025, the total number of hours worked of employees and workers who are not employees of Prince Construction Business was 459,064 hours and 4,144 hours respectively. In 2025, PHDC experienced zero occupational injuries, non-employee work-related injuries, occupational illnesses, or work-related fatalities. In 2025 both the disabling injury frequency rate and disabling injury severity rate were 0, achieving the core goal of zero work-related injuries.

Statistics on occupational accidents and attendance

Employees/Workers[1]	Total hours worked	Rate of recordable work-related injuries[2]	Rate of high-consequence work-related injuries (Note 3)	Rate of fatalities as a result of work-related injury(Note 4)	Number of cases of work-related ill health	Rate of fatalities as a result of work-related ill health
Employees of Prince Construction Business	440,264	0	0	0	0	0
Workers of Prince Construction Business	4,144	0	0	0	0	0

Note 1: The definition of "direct employee" in SASB IF-HB-320a.1 is similar to that in GRI 2-7 Employees, including the full-time and part-time employees of PHDC, CSCC, PUEC, and TCCE (internal projects). The definition of "contract employee" is similar to that in GRI 2-8 Workers who are not employees, including workers, such as dispatched workers of PHDC, CSCC, PUEC, and TCCE (internal projects).

Note 2: Number of recordable work-related injuries includes the number of fatalities as a result of work-related injury. Rate of recordable work-related injuries = (Number of recordable work-related injuries/Number of hours worked) x 1,000,000.

Note 3: High-consequence work-related injury refers to work-related injury that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 180 days, excluding fatality. Rate of high-consequence work-related injuries = (Number of high-consequence work-related injuries/Number of hours worked) x 1,000,000.

Note 4: Rate of fatalities as a result of work-related injury = (Number of fatalities as a result of work-related injury/Number of hours worked) x 1,000,000. `

Fire Incidents and Countermeasures

Working on construction sites involves hot work such as cutting or welding, which carries a risk of fire. In 2025, Prince Construction Business experienced no fire incidents in its core business. We regularly promote safe electricity and fire practices, remind employees to pay attention to relevant safety precautions at all times. Moreover, we have established operating standards to effectively manage fires and ensure the safety of employees and the worksite.

OH&S education and training

We offer professional training courses according to the required competencies of workers. In 2025, we organized or dispatched personnel to participate in external occupational safety-related training courses, such as fire safety and disaster response drills, as well as first aid and health and safety education. Engineering Management also actively assigned employees to participate in training related to construction engineering and site safety, along with occupational safety and health management courses.

Type	Training Item	Content Description	Training Target	2025 Effectiveness
Fire Safety and Disaster Response Drills	Fire Evacuation Drill	Enhance fire safety awareness and familiarize personnel with proper emergency response and evacuation procedures during a fire to minimize the risk of casualties.	BOT colleagues	• 6 people were trained • Total of 12 hours • Average course satisfaction score: 9.6
	Disaster Preparedness Education and Evacuation Drills	Proper disaster prevention knowledge and risk awareness, along with emergency response principles for various disaster scenarios.	BOT colleagues	• 22 people were trained • Total of 44 hours • Average course satisfaction score: 9.6
	Firefighting management personnel	Familiarize participants with fire safety regulations and the responsibilities of firefighting management personnel.	BOT colleagues	• 3 employees were dispatched for external training • Total of 24 hours • Average course satisfaction score: 9

Type	Training Item	Content Description	Training Target	2025 Effectiveness
First Aid and Occupational Health & Safety Training	CPR and AED First Aid Training	Correct and timely first-aid emergency response procedures, and safe operation of AEDs.	BOT colleagues	• 23 people were trained • Total of 46 hours • Average course satisfaction score: 9.7
	First Aid and Emergency Personnel Safety Training	Strengthen safety protocols for CPR, AED, and first-aid operations, while enhancing understanding of relevant first-aid regulations and occupational health management.	BOT staff and engineering personnel	• 7 employees were dispatched for external training • Total of 114 hours • Average course satisfaction score: 8.9
	Food Hygiene Training	Prevent infectious diseases and environmental hygiene issues, establish sound hygiene habits, and enhance workplace safety and efficiency.	Kitchen Staff	• 3 employees were dispatched for external training • Total of 24 hours • Average course satisfaction score: 10
Occupational safety and health management courses	Occupational safety and health	Establish proper awareness of occupational safety and health, prevent occupational accidents, and reduce incidents and injuries.	BOT colleagues	• 18 people were trained • Total of 36 hours • Average course satisfaction score: 9.4
	Occupational health and safety (OH&S) management	Master safety management systems and practices for construction sites and workplaces.	Engineering Personnel	• 1 employees were dispatched for external training • Total of 5 hours • Average course satisfaction score: 8.9
	On-the Job Training Course for Manager of Occupational Safety and Health Affairs and Occupational Safety and Health Management Personnel	Update key regulatory requirements and practical standards to enhance occupational accident prevention, risk management, and incident response capabilities.	BOT staff and engineering personnel	• 2 employees were dispatched for external training • Total of 12 hours • Average course satisfaction score: 9.7
	Class-1 Manager of Occupational Safety and Health Affairs	Gain familiarity with occupational safety and health regulations and safety management standards.	Office staff	• 1 employees were dispatched for external training • Total of 42 hours • Average course satisfaction score: 10
Construction Engineering and Site Safety Training	Class-1 Construction Manager of Occupational Safety and Health Affairs	Enhance site safety management, risk assessment, and accident prevention capabilities.	Engineering and MEP personnel	• 2 employees were dispatched for external training • Total of 48 hours
	Hazard Identification and Case-Based Awareness in Construction Engineering	Strengthen construction hazard identification capabilities, reduce occupational incident rates through real-world case studies, and cultivate a safety culture centered on prevention.	Engineering personnel and interested employees	• 21 people were trained • Total of 42 hours • Average course satisfaction score: 9.4
	Construction Site Safety and Contract Management: Our Shared Responsibility	To understand the close relationship between construction site safety and contract management.	Engineering personnel and interested employees	• 33 people were trained • Total of 99 hours • Average course satisfaction score: 9.3

Type	Training Item	Content Description	Training Target	2025 Effectiveness
Construction Engineering and Site Safety Training	Recurrent training for worksite directors of the construction industry	Enhance site managers' professional competencies and regulatory knowledge, while updating them on construction-related regulations and management practices.	Engineering Personnel	• 4 employees were dispatched for external training • Total of 128 hours • Average course satisfaction score: 9.7
	Refresher training for construction industry occupational safety and health personnel	Update knowledge on construction industry occupational safety and health regulations and latest policies.	Engineering Personnel	• 1 employees were dispatched for external training • Total of 12 hours
Management Systems Training	Management by Objectives for Quality Management Systems	ISO 9001 requirements for quality objectives.	BOT project personnel and interested employees	• 15 people were trained • Total of 45 hours • Average course satisfaction score: 9.7
	Management by Objectives for Environmental Management Systems	Establish measurable and trackable environmental targets and action plans to drive continuous improvement and enhance environmental performance.	BOT project personnel and interested employees	• 8 people were trained • Total of 24 hours • Average course satisfaction score: 9.6

Additionally, in view of the subcontracting tradition of the construction industry and that base-level workers are usually short-term and temporary works of high turnover without regular employers, they often have a lower awareness of construction safety and do not receive the necessary OH&S education and training before operation, leading to a higher risk of work-related injuries. To improve the competency in construction safety and accident prevention and protect the occupational safety of workers, the Ministry of Labor introduced the “Taiwan Occupational Safety and Health Card” in July 2019 to enhance the construction safety education and training of construction workers and facilitate them to capture OH&S-related information so as to reduce repeat training, strengthen worksite management, and indirectly increase the employment opportunities for workers passing the training.

Prince House firefighting drill





Health promotion

Employees are the bedrock of the company, and health is the foundation of everything. Hence, we care about the workplace physical and mental health of employees. We arrange (once every two years) employee health checkups and follow-up management of employees with abnormal checkup results. We also arrange health consultation and care for them as necessary to ensure that employees understand their own health condition.
In addition to the periodic health checkups, we equip the blood pressure meter (sphygmometer) at all branches for employees to check their physical condition at any time. Canteens at the Taipei, Taichung, and Tainan & Kaohsiung offices provide balanced meals and post health information on their walls for employees, such as reducing sugary drink consumption and eating five servings of fruits and vegetables daily.

Item	Description	Target Recipients	Targeted Health Risks	Performance in 2025
Nurse Consultation	In accordance with labor health protection regulations, we offer six hours of health services per month provided by nurses and six hours of health services per month provided by physicians. We provide improvement methods and continuous follow-up for employees with abnormal health examination reports to reduce the health risks of employees.	All employees	Chronic diseases and metabolic health risks.	During January to December 2025, a total of 32 employees received consultation.
Health promotion talks	In 2025, we offered sessions covering basic aerobics, office shoulder and neck stress-relief exercises, and guidance on interpreting abnormal health checkup results.	All employees	Prevention and management of common illnesses, and simple stress-relieving aerobic exercises.	In 2025, we arranged three courses related to health promotion of 2.5 hours in total for 119 employees.
Maternity protection promotion	Management of dangerous or hazardous work performed by pregnant and breastfeeding female colleagues. Safeguard maternal health to ensure the safe delivery and nurturing of healthy future generations.	Pregnant and lactating female employees	Risks associated with pregnancy and lactation	In 2025, two colleagues completed the assessment and case management for maternal health protection.

Fostering a Healthy Workplace: Office Stress-Relief Exercises for Neck and Shoulders



Health Promotion Seminar: Basic Aerobic Exercise Course



6 Sustainable Campuses and Communities

6.1 Building happiness for students, faculty, staff, and customers

6.2 Supporting social welfare



Guided by Prince House's operating philosophy of "3Gs and 1F – good environment, good service, good quality, and fair price," we are dedicated to providing residents with a quality living environment, attentive service, comfortable accommodations, and reasonable, affordable rates. This commitment enables students to focus on their studies with peace of mind, fully embrace university life, and prepare effectively for their transition into society.

Implementation policy	By collaborating with schools and residential students, we have formed the Residential Student Self-Governance Committee so that students can learn the concept of self-governance during their stay and prepare themselves for entering society. In addition, various activities are held to enhance the friendship among the boarders and create a balanced environment for body, mind, and spirit.
Goals	The average satisfaction of all dorms is over 80%.

6.1 Enhancing Well-being for Students, Faculty, Staff, and Customers (GRI 2-29, 203-1, 413-1)

Students and staff are the two major groups in campus life. How to let students focus on learning to ease the worries of parents living far away and how to let staff enjoy a stable life and concentrate on creating academic achievements are the main aims of our participation in the Prince House Project. To provide housing with sufficient space in a comfortable environment with safe facilities at affordable rates are our planning mission. We combine our past experience in mansion development, strengthen management and service, shape gorgeous landscapes, protect the safety of teachers and students with professional security service, and plan activities for students and staff to enjoy a dormitory life with a quality residential environment and various leisure activities.

Adhering to a business philosophy of quality first, PHDC strengthened its quality management system to provide stable and high-quality products and services. In 2024, rental management of the dorms officially achieved ISO 9001 quality management system certification, demonstrating PHDC's dedication to institutionalizing quality management, standardizing processes, and pursuing continuous improvement. By adopting international standard management frameworks, we not only improve internal operational efficiency but also bolster customer confidence, establishing a strong base for long-term sustainability.

In addition to building a quality residential environment for students and staff to enjoy a stable and worry-free dormitory life, we also listen to the needs of residents. Every year we conduct a satisfaction survey to understand the residential experience and feedback on student dormitories and houses so as to provide an important reference for quality improvement and optimization. Building on the dimensions and scope of previous surveys, we regularly conduct annual satisfaction surveys across all dormitories and hotels. These surveys cover living environments, physical facilities, front-desk services, and maintenance operations to continuously improve our hardware and service quality. Regarding the 2025 service satisfaction surveys, Prince House (NTU) and Hsiu Chi House conducted their surveys from December 22 to December 31, 2025; Prince House (NCKU) conducted surveys in June and November 2025; and Academy Hotel (NCKU) made customer feedback forms available throughout the entirety of 2025.

Note: Prince House (NTU) as mentioned in this chapter includes Changxing Dorm and Shuiyuan Dorm.


CERTIFICATE

ARES

特此授予:

太子建設開發股份有限公司

台南市東區中華東路一段398號8樓(總部)
台北市信義區松高路11號21樓(台北辦公室)

管理體系符合
ISO 14001:2015

驗證範圍
學生宿舍之租賃與管理

證書編號: ARES/TW/I2412125E
證書簽發日期: 2024-12-25
證書有效日期: 2027-12-24

IAS ACCREDITED Management Systems Certification Body ACC NO. MSCB - 171

IAF

批准:

ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667
www.ares-registration.com

◆ ISO 9001 certificate


ARES

亞瑞仕國際驗證
ARES International Certification

Surveillance Audit Approval Letter
監督審核通過證明

證書編號：ARES/TW/I2412125Q

This is to certify Prince Housing & Development Corp. has been performed ISO 9001：2015 the first surveillance audits, and has confirmed that Management System continued to function effectively, we agreed to continue to maintain certification qualification certificate sustained and effective. Your Certification has been recommended till 23, December, 2026.

茲證明 太子建設開發股份有限公司 ISO 9001：2015 品質管理系統 已進行第 1 次監督審核，並已確認貴公司之管理系統持續有效運作，同意繼續保持驗證註冊資格，證書持續有效。
本證書證明有效期限至 23/12/2026。

IAS ACCREDITED

IAF

2025 年 10 月 30 日
ARES INTERNATIONAL CERTIFICATION CO., LTD.
Period of validity : 1 year
此證明文件有效期限 1 年

◆ Certificate of Surveillance Audit Approval

Hardware facilities better than contractual requirements

In addition to building various facilities with minimum functional requirements in accordance with the provisions of the contract, will also review the actual living needs of the residents and the use of the facilities from time to time. We replace facilities when necessary. In 2025, we provided and upgraded a number of "better than contract" hardware facilities to ensure a comfortable living space and environment for our residents.

The 2025 satisfaction survey of Prince House (NTU) shows that 89.6% of residents were satisfied with the professional repair personnel, and 88.3% of residents were satisfied with the handling efficiency of calls for service.

Dormitory in-room refrigerator replacement project, totaling 3,777 units

To provide residents with a high-quality living environment, we implemented an in-room refrigerator replacement project across the dormitories, completing full replacements by early 2025. A total of 3,045 units were replaced at Prince House (NTU), 550 units at Prince House (NCKU), and 182 units at Prince House (STSP), representing a total investment of approximately NT$20 million dedicated to providing residents with a more comfortable and high-quality living environment.



◆ In-room refrigerator replacement project

Results of annual satisfaction survey

In the spirit of PHDC's "permanent after-sales service", we continue to investigate and analyze various aspects of customer satisfaction. We conduct annual surveys on the satisfaction level of residents of Prince House (NTU), Hsiu Chi House, Prince House (NCKU), and Academy Hotel (NCKU). Among the surveys collected in 2025, a total of 417 valid responses were collected from Prince House (NTU); 129 valid responses were collected from Hsiu Chi House; 878 valid responses were collected from Prince House (NCKU), and 601 valid responses were collected from Academy Hotel (NCKU). For items that satisfied residents, we will keep them. For items that did not satisfy residents, we will discuss how to make improvements and continuously follow up on the effectiveness of improvement.

▣ Questionnaire items

Satisfaction	• Common areas and facilities • Room equipment • Service items • Overall hardware equipment, overall management status, overall housing quality, and rate reasonability
Resident basic data	Gender, nationality, status, room type and duration of stay, accommodation experience

Top-Rated Service Items (Top 3)	Prince House (NTU) Satisfaction
Lighting in the lobby	87.9%
Cleanliness in the lobby	86.8%
Laundry room lighting	86.6%

Top-Rated Service Items (Top 3)	Prince House, NCKU Apartment Satisfaction
Efficiency of 24-hour front desk services	96.4%
Professional attitude to service personnel	95%
Front desk service offerings	94.5%

Top-Rated Service Items (Top 3)	Hsiu Chi House Satisfaction
Lighting in the lobby	96.9%
Cleanliness in the lobby	95.4%
Front desk service offerings	94.6%

Top-Rated Service Items (Top 3)	Academy Hotel (NCKU) Satisfaction
Lobby reception service	99%
Room cleanliness	99%
Reservation services	98.4%

Note 1: The Academy Hotel (NCKU) satisfaction survey was conducted using paper questionnaires from January to September 2025 and transitioned to online questionnaires from October to December. The presented statistical data represents a comprehensive evaluation consolidating the results of both phases.

Note 2: The Academy Hotel (NCKU) satisfaction survey presents the top three highest-rated service items aggregated from both the paper and online questionnaires.

Complete non-disruptive front desk service

Prince House (NTU) and Prince House (NCKU) make continual improvement and adjustment based on resident feedback for residents to feel safe and happy to live in the dorm. We provide 24-hour front desk service, electricity card reloading, electric iron and dehumidifier lending, room repair report, laundry receipt and delivery, and parcel receipt services to help residents solve the daily necessities. We also continuously optimize the service contents according to the actual needs, progressively replace old equipment in common areas, and enhance repair and maintenance efficiency to reduce inconveniences. We enhance personnel education and training and improve the response and professional skills of front desk personnel to provide more convenient and more comfortable dorm life by serving residents with a better and more comprehensive management model. In 2025, the receptionists at Prince House (NTU) reached 140,802 person-times. With the 2025 satisfaction survey questions, 82.73% of the residents were satisfied with the content of the services provided.

Regarding responses to open-ended feedback from residents, we have compiled their concerns and developed and are implementing improvements and follow-up actions.

Type	Reflected Items	Improvement and Response Measures
Service	**Room change service**	Starting September 2025, designated room swaps between single and non-single rooms have been strictly prohibited to uphold the principles of fairness and transparency, thereby increasing overall room exchange opportunities.
	Strengthened training for front-desk personnel	SurveyCake Enterprise Edition was adopted in July 2025 to facilitate ongoing front-desk satisfaction surveys. Conduct employee training based on survey results to continuously enhance front-desk service quality.
	Complex access control procedures when keys are forgotten	To safeguard resident security, front-desk staff assist with door access upon verifying the resident's identity.
	Removal and clearance of abandoned bicycles	Optimize parking space utilization and maintain environmental cleanliness and order.
Equipment	**Regarding insufficient nighttime lighting in public spaces**	Corridor lighting currently operates in an energy-saving mode where alternating lights are turned on. If consecutive lights are off, it indicates a malfunctioning bulb; residents are encouraged to submit a repair request, and dormitory management will replace them promptly.
	Network systems	The contract for the comprehensive replacement of the network system has been awarded, with completion scheduled for mid-2026.
	Refrigerator noise	The replacement of 3,777 refrigerators was completed in May 2025.

Prince House (NTU) and Prince House (NCKU) also organize fire drills and education and training related to dorm safety on a regular basis based on the safety considerations of resident students, such as AED first aid teaching. This is aimed to enhance the safety knowledge of the residents, reduce accidents, and strengthen the ability of employees in the event of an emergency.



◆ **Prince House (NCKU) Fire Drill**

Diversified house activities

In addition to providing the students of National Taiwan University and National Cheng Kung University with a safe place to study, the Prince Houses are also a place for residents to develop socialization skills and character. Hence, we offer 24x7 diversified services. Upholding the aim of education, we carefully plan diversified and creative activity contents, create house culture, enliven the vibe in the house, and build a warm and relaxing housing environment.

Academy Hotel (NCKU) Eco-Friendly Rooms

Date: All year-round

Participation: 191 room-nights

Activity content:

Academy Hotel has launched the eco-friendly and sustainable accommodation and love the earth project, inviting you to join the global energy conservation and carbon reduction movement. In eco-friendly guest rooms, no consumables are provided, making an effort to reduce waste, care for the earth, and save energy.





Prince House (NTU) – Celebrity Lunch Session

Date: 2025.3.12, 3.19, 4.23, 4.30

Number of participants: 114 for four sessions

Activity content:

To enhance residents' awareness and participation in various issues and their future careers, the dorm invited alumni or distinguished guests to host sharing sessions, exchanging life experiences and professional perspectives with residents. These sessions aimed to broaden perspectives and foster (exchange/ communication) across different fields.







Prince House (NTU) Camper Night

Date: 2025.5.21, 5.22, 12.3, 12.4

Number of participants: About 1,500

Activity content:

Two weeks before the final exams of the semester, a food camper event was held in the dorm courtyard, offering a variety of delicious snacks to help students relieve stress and provide a more diverse and enjoyable experience for residents.









Prince House (NCKU) – A Cool Summer, a Sweet Start to Summer Break

Date: 2025.6.17 Number of participants: About 120

Activity content:

As the semester drew to a close following final exams, a sweet dessert was served to residents to recognize their hard work throughout the semester and celebrate the beginning of the summer break together.











Prince House (NCKU) – Simple Home Repair DIY

Date: 2025.10.1 Number of participants: About 20

Activity content:

Through simple DIY home repair activities, we provided residents with basic maintenance knowledge and hands-on guidance to enhance their self-maintenance capabilities, extend the service life of facilities, and put sustainable living concepts into practice.













Prince House (NCKU) - Share the Warmth Thanksgiving Gathering

Date: 2025.11.27 Number of participants: About 120

Activity content:

A Thanksgiving gathering was held to bring residents together through food, interactive games, and gratitude sharing, strengthening community bonds, creating a warm atmosphere of gratitude, and conveying appreciation and care from the past year.











6.2 Support for Public Welfare (GRI 203-1, GRI 413-1)

Apart from the periodic house activities, we never stop organizing charitable activities by introducing the donation of used beddings, furniture, and household products. We also support blood drives and World Earth Day in an effort for students to engage in social welfare while living in the dorm so as to contribute to society with house residents.

[Academy Hotel (NCKU)] Tainan City Blood Donation Center Blood Drive

Teaming up with the Tainan City Blood Donation Center and Kaohsiung City Blood Donation Center, Academy Hotel offered space for the blood drive. The event attracted many NCKU students and tourists to donate blood for social welfare. Donors received an Academy Hotel mug, or a notebook, stationery set, or sports cap. In 2025, a total of 75 people participated in the blood drive to appeal to the public to show their love and help those in need of blood.


感謝狀

太子建設開發股份有限公司（太子文旅）

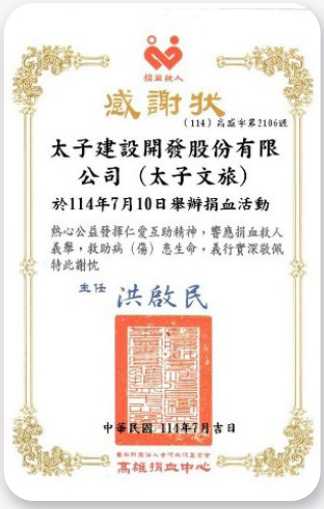
於114年1月14日舉辦捐血活動

熱心公益發揮仁愛互助精神，響應捐血救人義舉，救助病（傷）患生命，義行實深敬佩特此謝忱

主任 洪啟民

中華民國 114年1月吉日

高雄捐血中心


感謝狀

太子建設開發股份有限公司（太子文旅）

於114年7月10日舉辦捐血活動

熱心公益發揮仁愛互助精神，響應捐血救人義舉，救助病（傷）患生命，義行實深敬佩特此謝忱

主任 洪啟民

中華民國 114年7月吉日

高雄捐血中心



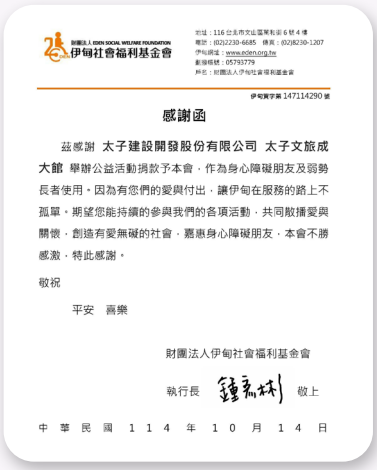
[NCKU BOT] Supporting Earth Hour 2025: Turn Off the Lights for One Hour

The balcony lights of the BOT sites of the Academy Hotel (NCKU), Uni-President NCKU Mall, and Prince House (NCKU) as well as the street lights of the bases were turned off for 1 hour at 20:30-21:30 on March 22 (Sat.). In the face of global climate change, everyone, regardless of age, class or other backgrounds, has the ability and responsibility to change the world by responding to the World Earth Day.



[Academy Hotel (NCKU)] PHDC with Love, Believe in Hope—Joint Fundraising with the Eden Foundation

To support individuals with disabilities in successfully integrating into the workplace and developing independent living skills, while continuously demonstrating social care through concrete actions, the Company has organized the "PHDC with Love, Believe in Hope" brand charity initiative for six consecutive years. Held from April 1 to August 31, 2025, the campaign invited guests to make donations supporting the Eden Foundation's "Services for Persons with Disabilities Program." Thanks to guests' generous contributions, a total of NT$13,900 was raised to support youth with disabilities in securing employment and cultivating independent living skills.



伊甸社會福利基金會

感謝函

茲感謝 太子建設開發股份有限公司 太子文旅成大館 舉辦公益活動捐款予本會，作為身心障礙朋友及弱勢長者使用。因為有您們的愛與付出，讓伊甸在服務的路上不孤單，期望您能持續的參與我們的各項活動，共同散播愛與關懷，創造有愛無礙的社會，嘉惠身心障礙朋友，本會不勝感激，特此感謝。

敬祝

平安 喜樂

財團法人伊甸社會福利基金會

執行長 鍾嘉琳 敬上

中 華 民 國 1 1 4 年 1 0 月 1 4 日



[Academy Hotel (NCKU)] 2025 Sponsorship of Arts and Cultural Activities at the National Cheng Kung University Art Center

To foster a strong partnership with NCKU and continually support the National Cheng Kung University Art Center in promoting arts and culture, Academy Hotel co-hosted multiple lectures on art and healing themes in 2025 and provided event gifts, successfully concluding all sessions.



感謝狀

茲感謝 太子文旅

贊助 2025 年成功大學藝術中心辦理藝術-療癒講座活動

3 月 17 日「流光璀璨光影的無限-談[illegible]」講座

4 月 15 日「從街頭到世界~以馬戲[illegible]」講座

予本校師生活動回饋文具禮品 謹致謝忱，並表感佩。

校長 沈孟儒

中 華 民 國 一 一 四 年 三 月 十 七 日



感謝狀

茲感謝 太子文旅

贊助 2025 年成功大學藝術中心辦理藝術-療癒講座活動

11 月 28 日「阿明 A-Lei x 徐浩登對話～怪奇秘獸拯救地球，當代藝術的奇想對話」

12 月 10 日「王小棣 x 邱立偉 世代對話，創作[illegible]未來的想像」講座

予本校師生活動回饋文具禮品[illegible]致謝忱，並表感佩。

校長 沈孟儒

中 華 民 國 一 一 四 年 十 二 月 十

[Academy Hotel (NCKU)] Guanxi Platform Beach Cleanup Initiative

By clearing coastal waste to reduce harm to marine life, the beach cleanup initiative combines hands-on participation with data analysis to encourage a transition from simply picking up trash to active waste reduction. This transforms transient concern for the ocean into enduring environmental stewardship, advancing marine conservation through tangible actions.

Circular Economy

While actively advancing sustainable development, we also promote the circular economy and green procurement across our construction and service operations (such as hospitality), integrating sustainable resource utilization and eco-friendly principles into daily operational management. Through measures such as material sharing, extending product lifespans, and resource recycling and reuse, we enhance resource efficiency and reduce waste. In terms of green procurement, we prioritize purchasing consumables with eco-labels and FSC™ certification—including toner cartridges, stationery, and tissue paper—as well as other low-environmental-impact products and services to minimize operational environmental footprints. Through the continuous promotion of the circular economy and green procurement, the Hotel actively fulfills its environmental responsibilities and advances toward its sustainable business goals.

[Prince House (NCKU)] High-Efficiency Smart Recycling Machine

Starting in March 2024, Prince House (NCKU) has rent an efficient smart recycling machine from President Packaging Ind. Corp. for recycle batteries and PET bottles. The PET bottles recycled are made into polyester yarn, then processed with patented technology to create items, including 7-Eleven uniforms. Residents can also earn 7-Eleven shopping credits or Open points. In 2025, a total of 2,774 PET bottles and 2,316 batteries were recycled, contributing to greater green consumption awareness and encouraging residents to embrace the circular economy.

In May 2025, the "Eco-Hero Recycling Station" campaign was launched, integrating social welfare, sustainability, and environmental protection. By establishing recycling thresholds and incentive mechanisms, the campaign significantly boosted student participation and recycling performance, achieving particularly substantial growth in battery recycling. The campaign delivered positive short-term outcomes while fostering consistent recycling habits, demonstrating meaningful social impact, and promoting resource reuse alongside campus sustainability.













[Prince House (NTU)] Used goods donation

During the resident alternation at the end of semester each year, many beddings and household products left behind by check-out students are still in good condition. Direct disposal will produce lots of waste and waste lots of reusable materials. After collation Prince House donates them to organizations in need so as to bring a second life to these beddings and household products and spread fraternity. In 2025, we donated 82 used mattresses to Fengshan Temple to extend the life of materials.


感謝狀

茲感謝台大水源校區太子學舍
於本年三月十八日，捐贈慈福資
材（床墊組/床）至鳳山寺
熱心推動公益事業助益良多，
特致此狀，以申謝忱。

財團法人福智佛教基金會
慈福教育長 許芸嵐

中華民國一一四年 三 月 十八 日





Appendices

1. GRI Standards Index
2. SASB Index
3. Index of Climate-Related Information of TWSE- and TPEx-Listed Companies
4. GHG Inventory and Verification.
5. Summary Sheet of Assurance Items
6. CPA Limited Assurance Statement



1. GRI Content Index

Statement of Use	Prince Housing & Development prepared the Sustainability Report in accordance with the GRI Standards. The scope of data and information is from January 1 to December 31, 2025.
GRI 1 Version	GRI 1: Foundation 2021
Application of GRI Industry Standards	None

General Disclosures				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI 2: General Disclosures: 2021	**Organization and Reporting Practices**			
	2-1	Organizational details	11	1.1 About PHDC
	2-2	Entities included in the organization's sustainability reporting	6	About this report
	2-3	Reporting period, frequency and contact point	6	About this report
	2-4	Restatements of information	58	In Section 3.6 "Climate and Environmental Management" of the 2024 sustainability report, the unit in the electricity consumption statistics table was mistakenly stated as petajoules (PJ); the correct unit should be gigajoules (GJ).
	2-5	External assurance	6 125 126	About this report Appendix 5 Summary Sheet of Assurance Items Appendix 6 CPA Limited Assurance Statement
	Activities and Workers			
	2-6	Activities, value chain and other business relationships	12 51	1.1 About PHDC 3.5 Supplier management and procurement practices
	2-7	Employees	79	5.1 Friendly and equal workplaces
	2-8	Workers who are not employees	79	5.1 Friendly and equal workplaces
	Governance			
	2-9	Governance structure and composition	27	2.1 Healthy corporate governance
	2-10	Nomination and selection of the highest governance body	28	2.1 Healthy corporate governance
	2-11	Chair of the highest governance body	30	2.1 Healthy corporate governance

General Disclosures				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI 2 General Disclosures: 2021	2-12	Role of the highest governance body in overseeing the management of impacts	14	1.2 Sustainable governance
	2-13	Delegation of responsibility for managing impacts	14	1.2 Sustainable governance
	2-14	Role of the highest governance body in sustainability reporting	14	1.2 Sustainable governance
	2-15	Conflicts of interest	28	2.1 Healthy corporate governance
	2-16	Communication of critical concerns	16-17 22-23	1.2 Sustainable governance 1.4 Stakeholder Communication
	2-17	Collective knowledge of the highest governance body	28	2.1 Healthy corporate governance
	2-18	Evaluation of the performance of the highest governance body	28-29	2.1 Healthy corporate governance
	2-19	Remuneration policies	28-29	2.1 Healthy corporate governance
	2-20	Process to determine remuneration	28-29 82	2.1 Healthy corporate governance 5.2 Well-designed salary and benefits
	2-21	Annual total compensation ratio	-	Omission of disclosure: The annual total compensation for the organization's highest-paid individual is an organizational secret
	Strategy, Policies and Practices			
	2-22	Statement on sustainable development strategy	7	Message from the Chairman
	2-23	Policy commitments	25-26 41-42 66 74-77	2 Business Integrity and Brand Value 3 Sustainable Environment and Products 4 Improving Quality for Customer Service 5 Creating a Happy Workplace
	2-24	Embedding policy commitments	25-26 41-42 66 74-77	2 Business Integrity and Brand Value 3 Sustainable Environment and Products 4 Improving Quality for Customer Service 5 Creating a Happy Workplace

General Disclosures				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI 2: General Disclosures: 2021	2-25	Processes to remediate negative impacts	25-26 41-42 66 74-77	2 Business Integrity and Brand Value 3 Sustainable Environment and Products 4 Improving Quality for Customer Service 5 Creating a Happy Workplace
	2-26	Mechanisms for seeking advice and raising concerns	25-26 41-42 66 74-77	2 Business Integrity and Brand Value 3 Sustainable Environment and Products 4 Improving Quality for Customer Service 5 Creating a Happy Workplace
	2-27	Legal compliance	37	2.3 Strict legal compliance
	2-28	Membership associations	31	2.1 Healthy corporate governance
	Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	22-23 99-100	1.4 Stakeholder Communication 6.1 Building happiness for students, faculty, staff, and customers
	2-30	Collective bargaining agreements	-	As PHDC does not have a labor union, there is no collective bargaining. However, we hold quarterly labor-management meetings and maintain transparent and open communication channels.

Material Topics				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI 3: Material Topics 2021	3-1	Process to determine material topics	15-21	1.3 Analysis of Material Topics
	3-2	List of material topics	20-21	1.3 Analysis of Material Topics
	Waste management			
GRI 3: Material Topics 2021	3-3	Management of material topics	41	3 Sustainable Environment and Products
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	63	3.6 Climate and environmental management
	Employee wages, benefits, and care			
GRI 3: Material Topics 2021	3-3	Management of material topics	76	5 Creating a Happy Workplace

Material Topics				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	83	5.2 Well-designed salary and benefits
GRI401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	82	5.2 Well-designed salary and benefits
	401-3	Parental leave	83	5.2 Well-designed salary and benefits
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3	Management of material topics	77	5 Creating a Happy Workplace
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	81	5.1 Friendly and equal workplaces
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	79	5.1 Friendly and Equal Workplaces
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	78 81	5.1 Friendly and Equal Workplaces
OH&S				
GRI 3: Material Topics 2021	3-3	Management of material topics	75	5 Creating A Happy Workplace
GRI403: Occupational Safety and Health 2018	403-1	Occupational health and safety (OH&S) Management Systems	89	5.4 Safe and healthy workplace environment
	403-2	Hazard identification, risk assessment, and incident investigation	89-92	5.4 Safe and healthy workplace environment
	403-3	Occupational health services	96	5.4 Safe and healthy workplace environment
	403-4	Worker participation, consultation, and communication on occupational health and safety	89	5.4 Safe and healthy workplace environment
	403-5	Worker training on occupational health and safety	93-95	5.4 Safe and healthy workplace environment
	403-6	Promotion of worker health	96	5.4 Safe and healthy workplace environment
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	89-92	5.4 Safe and healthy workplace environment

Material Topics				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI403: Occupational Safety and Health 2018	403-8	Workers covered by an occupational health and safety management system	89	5.4 Safe and healthy workplace environment
	403-9	Work-related injuries	92-93	5.4 Safe and healthy workplace environment
	403-10	Work-related ill-health	92-93	5.4 Safe and healthy workplace environment
Talent Development				
GRI 3: Material Topics 2021	3-3	Management of material topics	74	5 Creating A Happy Workplace
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	85	5.3 Diversified career development and training
	404-2	Programs for upgrading employee skills and transition assistance programs	84-86	5.3 Diversified career development and training
	404-3	Percentage of employees receiving regular performance and career development reviews	87	5.3 Diversified career development and training
Construction quality and safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	41	3 Sustainable Environment and Products
Customer rights and interests and service quality				
GRI 3: Material Topics 2021	3-3	Management of material topics	66	4 Improving Quality for Customer Service
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	67	4.1 Quality customer communication and service
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	72	4.2 Insistence on maintaining customer rights and interests
Ethical Corporate Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	25	2 Business Integrity and Brand Value
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	30	2.1 Robust corporate governance
	205-3	Confirmed incidents of corruption and actions taken	30	2.1 Robust corporate governance

Material Topics				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
Economic Performance				
GRI 3: Material Topics 2021	3-3	Management of material topics	26	2 Business Integrity and Brand Value
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed within the organization	39	2.4 Steady financial performance
	201-2	Financial implications and other risks and opportunities due to climate change	53-56	3.6 Climate change management

General Topics				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI 203: Indirect Economic Impacts 2016	203-1	Development and impact of infrastructure investments and services supported	98-110	6.1 Building happiness for students, faculty, staff, and customers 6.2 Supporting social welfare
GRI 302: Energy 2016	302-1	Energy consumption within the organization	58	3.6 Climate and environmental management
	302-3	Energy intensity	58	3.6 Climate and environmental management
	302-4	Reduction of energy consumption	59	3.6 Climate and environmental management
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	61	3.6 Climate and environmental management
	303-3	Water withdrawal	61	3.6 Climate and environmental management
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	57	3.6 Climate and environmental management
	305-2	Energy indirect (Scope 2) GHG emissions	57	3.6 Climate and environmental management
	305-3	Other indirect (Scope 3) GHG emissions	57	3.6 Climate and environmental management
	305-4	GHG emissions intensity	57	3.6 Climate and environmental management
	305-5	Reduction of GHG emissions	59	3.6 Climate and environmental management
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	80	5.1 Friendly and equal workplaces
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	98-110	6.1 Building happiness for students and staff 6.2 Supporting social welfare

General Topics				
Topic	Disclosure Item		Page	Corresponding Sections and Special Explanation
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	51	3.5 Supplier management and procurement practices
	308-2	Negative environmental impacts in the supply chain and actions taken	51	3.5 Supplier management and procurement practices
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	51	3.5 Supplier management and procurement practices
	414-2	Negative social impacts in the supply chain and actions taken	51	3.5 Supplier management and procurement practices
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	47	3.3 Quality control for excellent buildings

2. SASB Index

TOPIC	CODE	ACCOUNTING METRIC	CONTENT	Remarks
Land Use & Ecological Impacts	IF-HB-160a.1	Number of lots delivered on redevelopment sites	555 lots	Redevelopment sites are defined as sites that were previously developed, including the replacement, remodeling, or reuse of existing structures to accommodate new development.
		Number of homes delivered on redevelopment sites	3 homes	
	IF-HB-160a.2	Number of lots delivered in regions with High or Extremely High Baseline Water Stress	0 lots	In accordance with WRI's categorization as requested by SASB, PHDC does not possess lands and homes delivered on High Baseline Water Stress. However, in consideration of the water stress in Taiwan, " Geologically Sensitive Areas for Groundwater Recharge " has been applied to judge regions with high baseline water stress.
		Number of homes delivered in regions with High or Extremely High Baseline Water Stress	0 homes	
	IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	NT$20,000	--
Land Use & Ecological Impacts	IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	Please refer to the description of PHDC's building life cycle management strategy in Chapter 3 Sustainable Environment and Products Management Approach.	--
Workforce Health & Safety	IF-HB-320a.1	Total recordable incident rate (TRIR) for direct employees	0	--
		Total recordable fatality rate for direct employees	0	--
		Total recordable incident rate (TRIR) for contract employees	0	--
		Total recordable fatality rate for contract employees	0	--

TOPIC	CODE	ACCOUNTING METRIC	CONTENT	Remarks
Design for Resource Efficiency	IF-HB-410a.1	Number of homes that obtained a certified residential energy efficiency rating	0	
		Average score of homes that obtained a certified residential energy efficiency rating	0	In 2025, no PHDC construction project was awarded the Green Building Label.
	IF-HB-410a.2	Percentage of installed water fixtures certified to a water efficiency standard	0	PHDC did not install any water fixtures in 2025.
	IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	0 homes	Statistics for 2025 were produced with the homes delivered carrying the Green Building Label issued by the Taiwan Architecture & Building Center.
	IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	Please refer to the introduction of sustainable design factors in 3.2 Sustainable architectural design and innovation and the description of show house on-site supervision mechanisms in 4.1 Quality customer communication and service and on the PHDC corporate website.	--
Community Impacts of New Developments	IF-HB-410b.1	Description of how proximity and access to infrastructure, services, and economic centers affect site selection and development decisions	Please refer to the description of land analysis and investigation in 3.1 Land development assessment	--
	IF-HB-410b.2	Number of lots delivered on infill sites	0 lots	Infill sites are defined as sites that were previously developed, and there is vacant land for construction between two buildings.
		Area of lots owned on infill sites	0 ping	--
		Number of homes delivered on infill sites	0 homes	--

TOPIC	CODE	ACCOUNTING METRIC	CONTENT	Remarks
Community Impacts of New Developments	IF-HB-410b.3	Number of homes delivered in compact developments	3 homes	Compact development areas are defined as development within a metropolitan area.
		Average density of compact developments	0.1293 home/pings	Average density of compact developments = Total number of residential units in all compact developments / Net residential site area (pings) of all compact developments.
Climate Change Adaptation	IF-HB-420a.1	Number of lots located in 100-year flood zones	0 lots	National Science & Technology Center for Disaster Reduction tool: 3D Disaster Potential Map. Analysis of the number of lots located in 350mm/6H flood potential zones by the end of 2024.
	IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Please refer to the description of climate strategy in 3.6 Climate and environmental management	--
Activity Metrics	IF-HB-000.A	Number of controlled lots	555 lots	--
	IF-HB-000.B	Number of homes delivered	4 homes	--
	IF-HB-000.C	Number of active selling communities	3 projects	--

3. Index of Climate-Related Information of TWSE- and TPEx-Listed Companies

Recommended Disclosures of TCFD		Climate-Related Information of TWSE- and TPEx-Listed Companies	Corresponding Section	Page
Governance				
TCFD 1(a)	Describe the board's oversight of climate-related risks and opportunities	1. Describe the Board and management's oversight and governance of climate-related risks and opportunities	3.6 Climate and environmental management	53
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.			
Strategy				
TCFD 2(a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2. Describe the impact of identified climate-related risks and opportunities on the organization's businesses, strategy, and finance over the short, medium, and long term.	3.6 Climate and environmental management	56
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	3. Describe the financial impact of extreme weather events and transition actions.	3.6 Climate and environmental management	
TCFD 2(c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2℃ or lower scenario.	5. When accessing the resilience against climate risk through scenario analysis, state the scenario, parameter, assumption, analysis factors, and major financial impacts.	No internal carbon pricing was used as the planning tool this year. It is under discussion, assessment, and planning.	
Risk Management				
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	4. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	3.6 Climate and environmental management	54-55
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.			
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.			

Recommended Disclosures of TCFD		Climate-Related Information of TWSE- and TPEx-Listed Companies	Corresponding Section	Page
Metrics and Targets				
TCFD 4(a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	6. When transition plans relating to management of climate-related risks are in place, state their contents and the metrics and targets used for identifying and management physical risks and transition risks.	3.6 Climate and environmental management Appendix. GHG Inventory and Verification	56
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	9. GHG inventory and verification, reduction targets, strategies, and specific action plans	3.6 Climate and environmental management Appendix. GHG Inventory and Verification	124
TCFD 4(c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	8. If climate-related metrics are in place, state the activities, the scopes of GHG emissions, planning schedule, and the annual targets. When carbon offset or renewable energy certificates (RECs) are used to achieve the relevant targets, state the sources of carbon credit for offset or the quantity of RECs.	3.6 Climate and environmental management Appendix. GHG Inventory and Verification	124
--	--	7. When internal carbon pricing is used as the planning tool, state the basis of pricing.	No internal carbon pricing was used as the planning tool this year. It is under discussion, assessment, and planning.	--

4. GHG Inventory and Verification

Company Basic Data	In accordance with the Sustainable Development Roadmap for Listed Companies, disclosures shall include at least:	
■ Companies, steelworks, cement plants with an authorized capital of NT$10 billion or above	■ The individual inventory of the parent company	■ The inventory of subsidiaries included in the consolidated financial statement
□ Companies with an authorized capital over NT$5 billion but below NT$10 billion.	■ Individual verification of the parent company	□ Verification of subsidiaries included in the consolidated financial statement
□ Companies with an authorized capital below NT$5 billion		

Metric	Data	Data Boundary	Assurance Body	Standard of Assurance	Scope of Assurance	Opinion of Assurance
Direct (Scope 1) GHG Emissions (tCO_2e)	2,589.0210	Consolidated financial statements of parent and subsidiaries	AFNOR ASIA (AFNOR)	ISO14064-3	Parent Company	Reasonable assurance level
Energy Indirect (Scope 2) GHG Emissions (tCO_2e)	17,932.4331	Consolidated financial statements of parent and subsidiaries	AFNOR ASIA (AFNOR)	ISO14064-3	Parent Company	Reasonable assurance level
Other indirect (Scope 3) GHG Emissions (tCO_2e)	4,195.6953	Parent Company	AFNOR ASIA (AFNOR)	ISO14064-3	Parent Company	Limited assurance level
Scope 3 - Activity Category	Purchase of goods and services, upstream transportation and distribution.					
GHG emissions intensity (tCO_2e/NT$ million revenue)	2.1937					

Note: The GHG emission intensity presented above includes Scope 1 and Scope 2 emissions. PHDC's consolidated revenue in 2025 was NT$9,354,699 thousand.

5. Summary Sheet of Assurance Items

No.:	Key Performance Indicator	Page	Criteria
1	In 2025, the Operations Committee held 12 committee meetings.	30	The number of meetings was calculated according to the minutes and sign-in lists of the Operations Committee meetings in 2025.
2	In 2025, Prince Housing and Development Corp. had 177 full-time employees who are not in management positions in its core business, with an average salary of NT$778 thousand and a median salary of NT$708 thousand.	82	Based on Prince Housing and Development Corp.'s total employees in 2025, calculating full-time employees (including Taiwanese and foreign employees) after excluding those in management positions, part-time employees, and personnel meeting statistical exemption criteria.
3	The return-to-work rate of employees after parental leave of PHDC in 2025 was 50%.	83	Return to work rate after parental leave = Total number of employees that did return to work in 2025 after parental leave in 2023-2025/Total number of employees due to return to work in 2025 after taking parental leave in 2023-2025.
4	In 2025, the average hours of training per employee at Prince Construction Business were 17.55 hours.	85	Average hours of training = Total hours of education and training in 2025/Total number of employees in 2025
5	In 2025, the total recordable incident rate (TRIR) and recordable fatality rate for both direct employees and contract employees were 0%.	119	Statistics on occupational accidents reported in 2025 as required by the Ministry of Labor

6. CPA Limited Assurance Statement

pwc 資誠

會計師有限確信報告

資會綜字第 25014430 號

太子建設開發股份有限公司　公鑒：

本會計師受太子建設開發股份有限公司（以下簡稱「貴公司」）之委任，對　貴公司選定西元 2025 年度永續報告書所報導之關鍵績效指標（以下簡稱「所選定之關鍵績效指標」）執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係　貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於　貴公司西元2025年度永續報告書之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書之「範疇與原則」段落述明。

管理階層之責任

貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

會計師之獨立性及品質管理

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

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pwc 資誠

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

會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述 貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估 貴公司採用適用基準編製永續報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估所選定之關鍵績效指標之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述 貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標選取樣本進行包括查詢、觀察、檢查等測試，以取得有限確信之證據。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對 貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對西元 2025 年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信。

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有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述　貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係　貴公司管理階層之責任，對於確信報告於　貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

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西元 2026 年 8 月 28 日

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