

Operation of the Sustainable Development Committee in 2025

To implement the concept of sustainable management and strengthen the Company's management system in the three major areas of environmental protection, social responsibility and corporate governance for purpose of sustainable development, the Board of Directors resolved on November 14, 2023 to establish "Sustainable Development Committee", which was formally set up on November 15, 2023. The Company also adopted the "Organizational Charter of the Sustainable Development Committee." The Sustainable Development Committee is a functional committee under the Board of Directors and is composed of at least three members appointed by resolution of the Board of Directors, and more than half of them are independent directors. Currently, there are five members, composed of Chairman of the Board, a Director and three Independent Directors. Two functional organizations, the "Sustainable Development Team" and the "Risk Management Team", have been set up under this Committee. Chief Sustainability Officer, Mr. Willie Sun, and Accounting Officer, Ms. Cheryl Yang, serve as team leaders respectively to implement the promotion and execution of sustainable development work.

1. Scope of powers

- (1) To formulate, promote, and strengthen policies and strategies for sustainable development, and continuously monitor and revise the execution and effectiveness of sustainable development initiatives
- (2) To supervise the disclosure of sustainability information and review the sustainability report.
- (3) To review material issues that each stakeholder concerns and supervise the establishment of an effective communication and response mechanism with stakeholders
- (4) To examine the results of risk identification and materiality assessment, including risk appetite or tolerance level.
- (5) To review execution plans for material risk issues and supervise the execution of related matters.
- (6) To examine management reports of material risk issues and supervise improvement mechanisms.
- (7) To examine the appropriateness of the overall risk management framework for sustainable development.
- (8) To supervise the implementation of the Company's Sustainable Development Best Practice Principles or other sustainability-related tasks as resolved by the Board of Directors.

2. Professional qualifications and experience of members, and attendance:

(1) Term of office of the committee members: May 28, 2025 to May 27, 2028.

(2) In 2025, the Sustainable Development Committee held four times [A], and the members' attendance records were as follows:

Title	Name	Professional Sustainability Knowledge and Competencies	Attendance in Person [B]	By Proxy	Attendance Rate (%) [B/A]	Note
Convener	Hsu, Wen-Hung	<ul style="list-style-type: none"> Familiar with net-zero emissions and international sustainability trends, with the competency to formulate corporate net-zero transition and sustainable development strategies. Has strong grasp of board-level sustainability governance concepts, coupled with proficiency in corporate governance and legal compliance. 	4	0	100%	Director
Member	Cheng, Wen-Tsung	<ul style="list-style-type: none"> Well-versed in net-zero transition trends and sustainability strategies, with the ability to oversee sustainable management across the corporation and its supply chain. Has in-depth understanding of stakeholder concerns, capable of communicating and supervising sustainability risks and transition topics. 	4	0	100%	Chairman
Member	Ding, Kung-Wha	<ul style="list-style-type: none"> Competent in board-level sustainability governance and compliance, with the ability to supervise the implementation of sustainability strategies and communicate effectively with stakeholders. 	4	0	100%	Independent Director

Title	Name	Professional Sustainability Knowledge and Competencies	Attendance in Person [B]	By Proxy	Attendance Rate (%) [B/A]	Note
		<ul style="list-style-type: none"> Proficient in corporate sustainability and ESG risk management, capable of integrating climate change and sustainability considerations into board-level decision-making. 				
Member	Cheng, Tien-Chong	<ul style="list-style-type: none"> Capable of designing corporate transition strategies by leveraging AI and automation technologies to drive sustainable enterprise development. Possess strong communication and engagement skills on sustainability issues and supply chain management, and is able to effectively interact with management and stakeholders while overseeing the implementation of corporate strategies. 	4	0	100%	Independent Director
Member	Kung, Ju-Chin	<ul style="list-style-type: none"> Possesses comprehensive knowledge of corporate sustainability and ESG risk management, with the ability to assess the impact of climate change and net-zero transition on business operations and integrate the findings into board-level decision-making. Possesses expertise in optimizing financial and tax compliance and corporate succession frameworks, ensuring financial stability and the long-term interests of 	4	0	100%	Independent Director

Title	Name	Professional Sustainability Knowledge and Competencies	Attendance in Person [B]	By Proxy	Attendance Rate (%) [B/A]	Note
		stakeholders throughout the sustainable growth process.				

3. Operations

Term and Date	Agenda	Sustainable Development Committee's Resolutions	Sustainable Development Committee Members' Opinions	The Company's handling of the Opinions of the Sustainable Development Committee
The 5 th Meeting of the 1 st Term February 25, 2025	【Note】	N/A	N/A	N/A
The 6 th Meeting of the 1 st Term May 8, 2025	【Note】	N/A	N/A	N/A
The 1 st Meeting of the 2 nd Term August 6, 2025	The 2024 Sustainability Report.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	N/A
The 2 nd Meeting of the 2 nd Term November 4, 2025	【Note】	N/A	N/A	N/A

【Note】 This meeting only includes a report item (update on greenhouse gas inventory and verification and update on implementation report of the Company's introduction plan of IFRS Sustainability Disclosure Standards) with no discussion items.