

Sustainability Development Committee – Organization,

Duties, and Member Introduction

一、 Composition of the Committee

The Committee shall consist of no fewer than three members appointed by resolution of the Board of Directors. Members of the Committee shall possess professional knowledge and capabilities related to corporate sustainability, and at least one director shall participate in oversight.

二、 Duties of the Committee

Authorized by the Board of Directors, the Committee shall perform its duties with the care of a prudent manager and faithfully fulfill the following responsibilities, and report to the Board of Directors:

1. Formulate, promote, and strengthen the Company's sustainability development policies, annual plans, and strategies.
2. Review, track, and revise the implementation status and effectiveness of sustainability initiatives.
3. Oversee sustainability information disclosures and review the sustainability report.
4. Supervise the implementation of the Company's Sustainability Development Best Practice Principles or other sustainability-related matters resolved by the Board of Directors.

Dedicated or concurrent sustainability units shall assist the Committee in implementing various initiatives, covering the following task groups, and shall report the execution status of sustainability matters to the Committee:

1. Corporate Governance Task Group: Responsible for compliance with corporate governance regulations, establishing reasonable compensation policies and employee performance evaluation systems, conducting education and training, and facilitating stakeholder communication mechanisms to achieve the objectives of corporate sustainability.
2. Environmental Sustainability Task Group: Responsible for environmental management systems, compliance with environmental regulations and international standards, assessing sustainability transition, enhancing resource efficiency, climate change response mechanisms, and establishing dedicated environmental management units or personnel to achieve environmental sustainability goals.
3. Social Responsibility Task Group: Responsible for human rights management policies and procedures, compliance with human rights regulations and international standards, establishing internal and external communication mechanisms for all organizational members (including employees, subsidiaries, joint ventures, etc.) and key value chain partners, assessing related risks and management mechanisms, and promoting community and cultural development to achieve sustainable operations.
4. Sustainability Information Disclosure Task Group: Responsible for sustainability information management policies, compliance with sustainability disclosure regulations and international standards, and ensuring transparent disclosure of relevant and reliable sustainability information.

Cross-functional teams shall execute the tasks of the above groups, consolidate implementation plans or other sustainability-related matters, and report execution results to the dedicated or concurrent sustainability units or the Committee.

三、 List of Members of the Sustainability Development Committee:

Name	Title	Role	Term	Professional Qualifications and Experience
Sheng, Chien- Chih	Director	Convener	2025/11/06 - 2026/06/12	Possesses extensive cross-industry corporate management and board experience and is familiar with corporate governance and strategic planning.
Chen, Yueh- huang	Manager	Member	2025/11/06 - 2026/06/12	Has practical experience in business management and is familiar with the company's internal operational processes and strategic planning, enabling effective support for sustainability-related decision-making.
Li, Yuan- Ji	Manager	Member	2025/11/06 - 2026/06/12	Has a professional background in finance and management, is familiar with financial planning and control, and can provide financial analyses and recommendations related to sustainability development.