

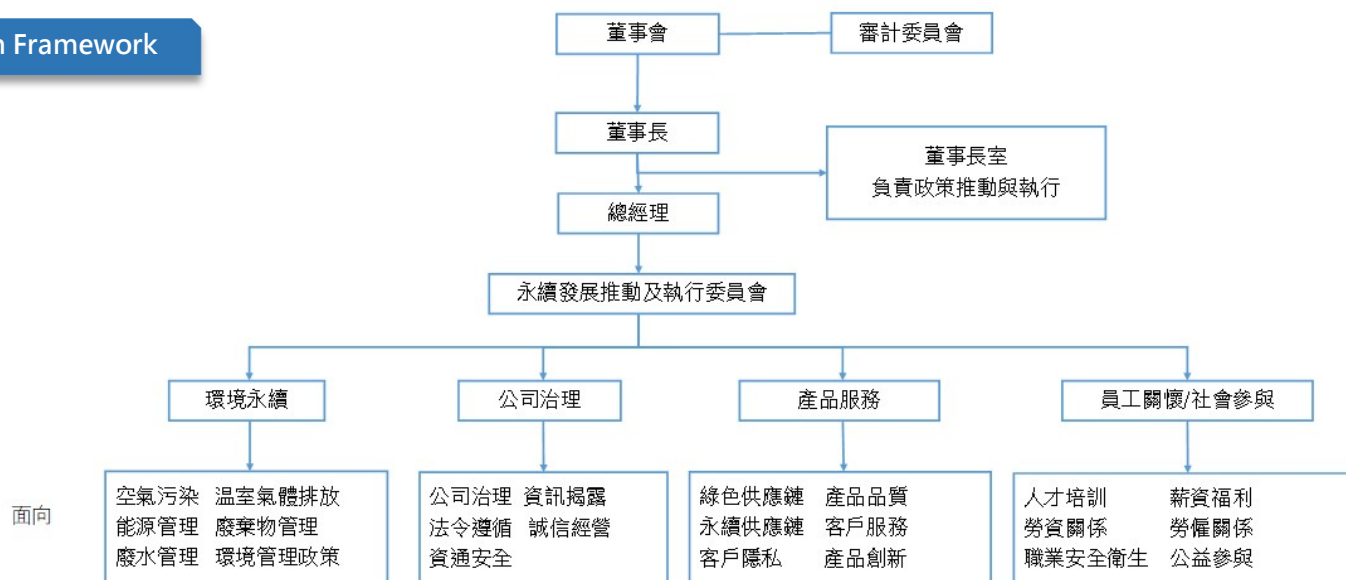


Sustainable Development Implementation Mechanism and Implementation Status

On August 7, 2024, the Company obtained approval from the Board of Directors to establish the Sustainable Development Promotion and Implementation Committee. The Board designated the Office of the Chairperson as the dedicated (full-time/part-time) unit responsible for promoting sustainable development.

This unit is tasked with proposing and implementing sustainable development policies, systems, relevant management guidelines, and specific action plans, and is required to report regularly to the Board of Directors on the progress of implementation.

ESG Implementation Framework





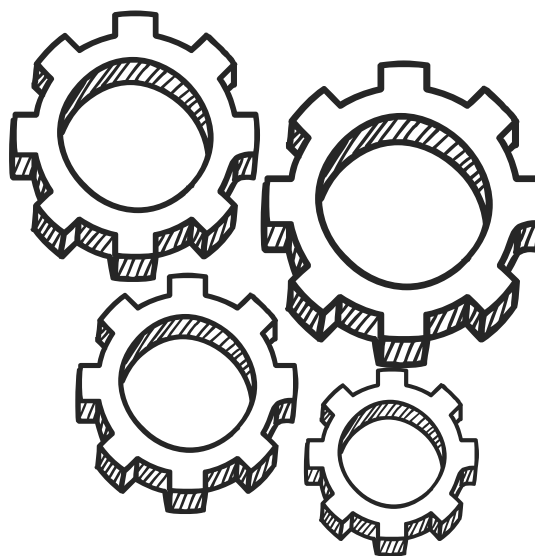
Operation and Implementation

Board of Directors:

Approve the sustainable development policies or related management guidelines, as well as specific implementation plans.

Office of the Chairperson:

Designated by the Board of Directors as the dedicated (full-time/part-time) unit for promoting sustainable development, responsible for proposing and implementing sustainable development policies, systems, relevant management guidelines, and specific action plans, and for reporting regularly to the Board of Directors on the status of implementation.



Audit Committee:

Review the sustainable development policies or related management guidelines, as well as specific implementation plans.

Sustainable Development Promotion and Implementation Committee:

- (1) Through four working groups—environmental sustainability, corporate governance, products and services, and employee care/social engagement—the Committee actively promotes the implementation of various initiatives, conducts regular performance monitoring, and continuously communicates with stakeholders. Relevant strategies and implementation targets are adjusted in a timely manner, integrating sustainability principles into the Company's overall operational strategy.
- (2) The Committee convenes meetings at least once a year, or as needed, to report on the status of sustainable development implementation.
- (3) The Committee is responsible for the preparation and revision of the Sustainability Report.

Members of the Sustainable Development Promotion and Implementation Committee

Based on professional division of responsibilities and sustainability management dimensions, the Committee has established four working groups: Environmental Sustainability, Corporate Governance, Products and Services, and Employee Care / Social Engagement.

In addition to Chairperson Li-Fen Chen (Director of the Company) and President Ming-Che Hsu (Director of the Company), the Committee comprises 23 department heads from across the Company.

Key Sustainability Issues Reported to the Board of Directors

Board Meeting Date	Board Term	Agenda Item
August 6, 2025	Session: 9th Board of Directors, 4th Meeting	Approval of the Company' s 2024 Sustainability Report