

制訂日期： 2015 年 12 月 07 日	 <b>飛宏科技股份有限公司</b> PHIHONG TECHNOLOGY CO., LTD.	適用範圍： 全集團
修訂日期： 2023 年 02 月 14 日	<b>Regulations for the Establishment of the Sustainable Development Committee</b>	第 1 頁 共 2 頁

### Article 1: Purpose and Basis

To implement the concept of sustainable corporate operations, enhance corporate governance, develop a sustainable environment, and maintain social welfare, the "Sustainable Development Committee" (hereinafter referred to as the Committee) is established in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Article 9 of the company's "Sustainable Development Best Practice Principles." These regulations are formulated as the "Regulations for the Establishment of the Sustainable Development Committee" (hereinafter referred to as the Regulations).

### Article 2: Organizational Structure and Members

The Committee shall consist of 8 to 12 members, with the Group General Manager serving as the Chairperson. Members and group leaders shall be first-level supervisors from various business units and supervisors related to sustainability issues. The Committee shall establish a dedicated Sustainable Development Office to handle committee affairs and related sustainability matters, with personnel appointed by the Chairperson.

The Committee shall be divided into seven groups based on the company's sustainability operations related to Environmental, Social, and Governance (ESG) aspects: Green Operations, Greenhouse Gas Management, Employee Care, Social Participation, Corporate Governance, Sustainable Supply Chain Management, and Customer Partnership. Group leaders shall be appointed by the Chairperson and are responsible for overseeing the tasks of each group, with the main responsible unit executing group affairs.

### Article 3: Scope of Authority

The Committee is responsible for the following:

1. Reviewing ESG policies.
2. Reviewing annual ESG goals.
3. Reviewing or reporting ESG implementation plans.
4. Tracking and evaluating the performance of ESG implementation plans.
5. Compiling the sustainability report and submitting it to the board of directors for review.
6. Reviewing, reporting, or filing other ESG-related matters.

The Committee shall submit the annual ESG implementation plan and results to the board of directors for review, reporting, or filing each year.

### Article 4: Meeting Convening

核准： 林洋宏

覆核： 周詩勤

制訂： 李枝連

制訂日期： 2015 年 12 月 07 日	 <b>飛宏科技股份有限公司</b> PHIHONG TECHNOLOGY CO., LTD.	適用範圍： 全集團
修訂日期： 2023 年 02 月 14 日	<b>Regulations for the Establishment of the Sustainable Development Committee</b>	第 2 頁 共 2 頁

The Committee shall convene meetings twice a year in principle, with flexibility for adjustments as needed. If a committee member or member is on leave or unable to perform their duties, their duties shall be performed by their proxy.

#### **Article 5: Meeting Participants**

In addition to the regular attendance of the Chairperson and committee members, the Sustainable Development Office may invite relevant personnel to attend meetings based on the agenda.

#### **Article 6: Responsibilities of the Sustainable Development Office and Groups**

The Sustainable Development Office is primarily responsible for promoting ESG-related matters, including but not limited to monitoring international sustainability trends, participating in domestic and international sustainability evaluations, compiling sustainability reports, and disclosing ESG information. The office may assign related tasks to the groups to enhance the company's sustainability efforts and image.

Each group shall set annual goals and implementation plans based on international sustainability trends, track implementation, and cooperate with the Sustainable Development Office to ensure alignment with international standards. They shall also draft plans related to the matters specified in Article 3, Paragraph 1, and submit them to the Committee for review, reporting, or filing.

#### **Article 7: Resolutions, Minutes, and Reports**

Committee resolutions require the attendance of more than half of the members and the consent of more than half of the attending members. Resolutions or discussions approved by the Committee shall be recorded and, unless required to be submitted to the board of directors for review, may be handled by relevant departments, subsidiaries, or groups.

#### **Article 8: Implementation**

These Regulations shall be implemented after approval by the Group General Manager and review by the board of directors, and the same applies to amendments. Established on December 7, 2015. First revision on February 14, 2023.

核准： 林洋宏

覆核： 周詩勤

制訂： 李枝連

制訂日期：  
2015 年 12 月 07 日



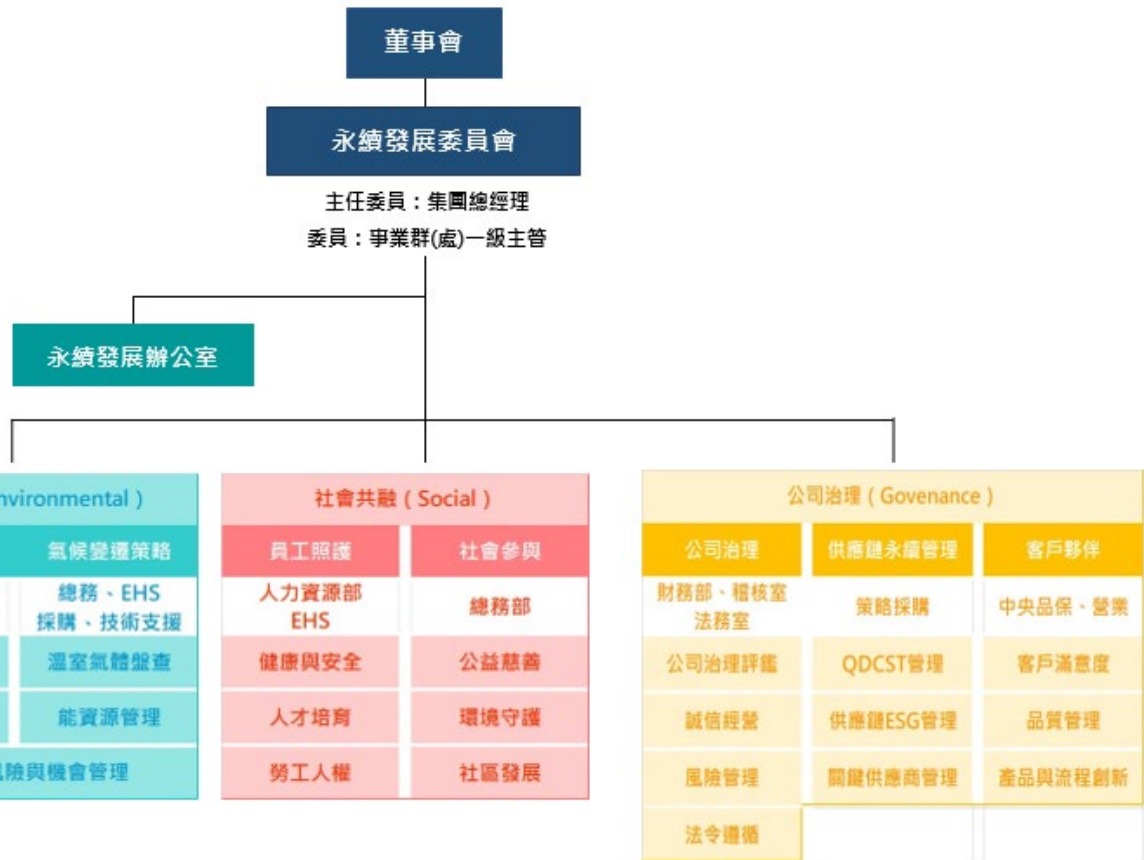
飛宏科技股份有限公司  
PHIHONG TECHNOLOGY CO., LTD.

適用範圍：  
全集團

修訂日期：  
2023 年 02 月 14 日

### Regulations for the Establishment of the Sustainable Development Committee

第 3 頁  
共 2 頁



核准：林洋宏

覆核：周詩勤

制訂：李枝連