

SynPower Co., Ltd.

Sustainable Development Committee Charter

Approved at the Board of Directors on held on November 4, 2025

- Article 1 In order to implement the Company's sustainable development goals and strengthen sustainability governance, the Sustainable Development Committee (hereinafter referred to as “the Committee”) is established pursuant to Article 27, Paragraph 3 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Article 9, Paragraph 1 of the Practical Guidelines for Sustainable Development of TWSE/TPEX Listed Companies. These Organizational Rules of the Committee (hereinafter referred to as “the Charter”) are formulated for reference and compliance.
- Article 2 Unless otherwise provided by laws, regulations, or the Articles of Incorporation, matters concerning the number of members, term of office, powers, rules of procedure, and the resources to be provided by the Company for the exercise of such powers by the Committee shall be governed by the Charter.
- Article 3 The Company shall upload the content of the Charter to its website and the Market Observation Post System (MOPS) for public reference.
- Article 4 The Committee shall consist of no fewer than three members, appointed by resolution of the Board of Directors. Committee members shall possess professional knowledge and competence in corporate sustainability, and at least one director shall participate for supervisory purposes.
- Depending on the Company’s size, industry characteristics, or other circumstances conducive to sound sustainability management, the Committee may establish a dedicated or part-time sustainability unit, and may appoint a senior executive as the Chief Sustainability Officer (CSO) to ensure the effective promotion of the Company’s sustainability initiatives. The CSO or a person with equivalent responsibilities may, based on the sustainability needs of various departments, form cross-departmental teams to carry out sustainability-related tasks.
- Article 5 The term of Committee members shall, in principle, correspond with that of the Board of Directors, and members may be reappointed upon the expiration of their term.

If a Committee member is removed for any reason and the number of members falls below three, the Board of Directors shall make a supplementary appointment at its next meeting.

Article 6 Pursuant to the authorization of the Board of Directors, the Committee shall, with the diligence of a good administrator, faithfully perform the following duties and report to the Board of Directors:

1. Formulate, promote, and strengthen the Company's sustainability policies, annual plans, and strategies.
2. Review, monitor, and revise the implementation and effectiveness of sustainability initiatives.
3. Supervise sustainability information disclosure and review the sustainability report.
4. Oversee the execution of the Company's Sustainability Rules or other sustainability-related matters as resolved by the Board of Directors.

The dedicated or part-time sustainability unit shall assist the Committee in implementing various plans, covering the following functional teams, and report the status of sustainability implementation to the Committee:

1. Corporate Governance Team:
 - (1) Formulate and promote corporate governance policies and systems to enhance corporate governance quality.
 - (2) Periodically review the Board of Directors' operations, performance evaluation mechanisms, and the effectiveness of internal control systems.
 - (3) Assist the Board of Directors in strengthening its functions, including information disclosure, risk management, and stakeholder communication.
 - (4) Monitor domestic and international corporate governance trends and regulations, and propose appropriate responses for the Company.
 - (5) Promote a culture of integrity, establish and implement anti-corruption and anti-fraud measures, ensuring all business activities meet ethical standards.
 - (6) Ensure timeliness, completeness, and transparency of company information disclosure to enhance stakeholder trust.

- (7) Review and propose policies to protect shareholders' rights, ensuring fair exercise of their rights.
- 2. Environmental Sustainability Team:
 - (1) Plan and implement environmental management strategies and objectives, including energy conservation, carbon reduction, water resource management, and waste reduction.
 - (2) Monitor the achievement of environmental performance indicators, conducting regular inspections and evaluations.
 - (3) Promote green procurement, product lifecycle management, and other environmental initiatives.
 - (4) Conduct environmental education, training, and awareness campaigns to enhance overall environmental consciousness.
 - (5) Disclose relevant environmental information in accordance with government regulations and sustainability goals.
- 3. Customer Care Team:
 - (1) Establish customer-centric business principles and service processes to enhance customer satisfaction.
 - (2) Formulate and implement product and service quality management systems.
 - (3) Build and optimize customer feedback and complaint handling mechanisms to strengthen trust.
 - (4) Promote transparency of product information and responsible marketing practices.
- 4. Employee Care Team:
 - (1) Promote employee rights protection, equal employment, and workplace diversity and inclusion policies.
 - (2) Plan career development, training, and performance management systems to enhance employee growth.
 - (3) Foster work-life balance and establish a friendly workplace environment.
 - (4) Implement employee health management, occupational safety, and mental health promotion measures.
 - (5) Collect and respond to employee feedback and needs to improve internal communication.

5. Social Welfare Team:

- (1) Formulate strategies and action plans for the Company's social welfare initiatives.
- (2) Assist in planning and executing corporate volunteer programs, community care, educational outreach, and other charitable activities.
- (3) Strengthen partnerships with communities, non-profit organizations, and public institutions.
- (4) Periodically evaluate the effectiveness of social responsibility activities and disclose results with recommendations for improvement.
- (5) Cultivate employee awareness of social participation to enhance the Company's positive image.

6. Information Security Team:

- (1) Establish and maintain information security management systems to ensure the confidentiality, integrity, and availability of company information assets.
- (2) Promote cybersecurity risk assessments, incident reporting, and the development and exercise of response mechanisms.
- (3) Conduct information security training and awareness programs.
- (4) Monitor regulatory requirements and market developments to maintain compliance in information security management.
- (5) Periodically review and optimize information security policies and technical safeguards.

Cross-departmental teams shall execute the tasks assigned to the above functional teams, consolidate implementation plans or other sustainability-related matters, and report the outcomes to the dedicated or part-time sustainability unit or the Committee.

Article 7 The Committee shall hold at least one meeting annually and may convene additional meetings as needed.

The notice of a Committee meeting shall state the purpose of the meeting and be provided to all Committee members at least seven days in advance. In urgent situations, this requirement may be waived. Notice may be given in writing or electronically.

The Committee shall elect one member to serve as the convener, who shall act as the chairperson of the meeting. If the convener is absent or unable to convene the meeting for any reason, the convener may designate another Committee member to act on their behalf; if no designee is appointed, the Committee members shall elect one member to act as the convener.

The Committee may invite managers from relevant Company departments, internal auditors, certified public accountants, legal counsel, or other corporate sustainability professionals to attend meetings and provide necessary information; however, they shall leave the meeting during discussions and voting.

Relevant materials shall be prepared and made available at Committee meetings for members' reference at any time.

Article 8 The agenda of Committee meetings shall be set by the convener, and other members may also propose items for discussion. The agenda shall be provided to all Committee members in advance.

At each Committee meeting, the Company shall provide a sign-in register for attending members to record their presence, which shall be available for reference.

Committee members shall attend meetings in person. If unable to attend in person, a member may authorize another member to attend on their behalf; participation via video conference shall be deemed as attending in person.

When a Committee member authorizes another member to attend on their behalf, a written proxy specifying the scope of authority regarding the matters to be discussed must be issued for each meeting.

A proxy may only represent one member at a time.

Article 9 Unless otherwise provided by laws, regulations, the Articles of Incorporation, or these Rules, resolutions of the Committee shall require the consent of more than half of all Committee members. If, during a vote, the Chairperson of the Committee inquires and no objection is raised, the matter shall be deemed approved, with the same effect as a formal vote.

The results of any Committee vote shall be reported immediately and recorded in the meeting minutes.

Article 10 If a Committee member has a conflict of interest with respect to any matter under discussion, the member shall disclose the essential details of such

interest. If the matter may be detrimental to the Company's interests, the member shall not participate in the discussion or voting, shall recuse themselves during deliberation and voting, and shall not exercise their voting rights by proxy. The spouse and relatives within the second degree of consanguinity of a Committee member shall be considered as having a personal interest in the matter if they have a conflict of interest regarding any matter under discussion.

If, due to the provisions of the preceding paragraph, the Committee is unable to reach a resolution, the matter shall be reported to the Board of Directors for decision.

Article 11 Discussions at a meeting of the Committee shall be included in the meeting minutes, which shall faithfully record the following:

1. The session, time, and place of the meeting.
2. The name of the meeting chair.
3. Attendance of the Committee members at the meeting, specifying the names and the number of members present, excused, and absent.
4. The names and titles of those attending the meeting as non-voting participants.
5. The name of the minute taker.
6. The matters reported at the meeting.
7. Agenda items: For each proposal, the method of resolution and the result; the name, content of remuneration, and specifics regarding recusal of any member whose own remuneration comes under discussion under the preceding article; and any objections or reservations expressed by any member.
8. Extraordinary motions: The name of the mover; the method of resolution and the result for each motion; a summary of the comments of the independent director members of the Committee and experts and other persons present at the meeting; the name, content of remuneration, and specifics regarding recusal of any member whose own remuneration comes under discussion under the preceding article; and any objections or reservations expressed by a member.
9. Other matters required to be recorded.

The attendance book constitutes part of the minutes for each meeting of the

Committee; if the meeting is held via telecommunications, the audio and video materials also constitute part of the meeting minutes.

The minutes of each meeting of the Committee shall bear the signature or seal of both the meeting chair and the minute taker. A copy of the minutes shall be distributed to each member on the Committee within 20 days after the meeting, and shall be presented to the board of directors and retained as important corporate records for 5 years. The meeting minutes may be produced and distributed in electronic form.

If, before the expiration of the retention period under the preceding paragraph, any litigation arises in connection with any matter relating to the Committee, the meeting minutes shall be preserved until the conclusion of the litigation.

Article 12 The execution of tasks relating to resolutions adopted by the Committee in accordance with its duties under Article 6, or subsequent work resolved to be delegated to professionals pursuant to Article 13, may be delegated to the convener or other Committee members for follow-up, with a written or verbal report to be presented to the Committee during the implementation period. When necessary, the matter shall be presented for ratification or a report made at the next meeting of the Committee.

Article 13 The Committee may, at the expense of the Company, resolve to retain the service of an attorney, certified public accountant, or other professional to conduct a necessary audit or to provide advice on matters relating to the exercise of the Committee's powers.

Article 14 The Charter shall take effect after having been submitted to and adopted by the Board of Directors. Subsequent amendments thereto shall be effected in the same manner.