ESMT 晶豪科技股份有限公司

Elite Semiconductor Microelectronics Technology Inc.

Sustainable Development Committee

The Organization Rules of the Sustainability Development Committee" was adopted by the Board of Directors at its 2nd meeting of the 10th term on June 23, 2025. The first Sustainable Development Committee, composed of six members, was established, and its members were appointed in accordance with the "Sustainable Development Committee Charter. Comprising members of whom half are directors. The Committee shall be convened by the Chairman of the Board. The number of members (including the convener) shall not be fewer than three. Committee members shall be nominated by the Chairman and appointed upon resolution by the Board of Directors. Committee members shall possess professional knowledge and competence in corporate sustainability, with at least one director involved in the supervision. The Committee shall meet at least once per year and meetings may be convened at any time as necessary.

（1）Empowered by the Board of Directors, this Committee shall faithfully perform the following duties and powers with the care of a good administrator and report the same to the Board of Directors.

1. Develop, promote, and strengthen corporate sustainability policies, annual plans, and strategies.
2. Review, Track, and Revise/Update Sustainability Implementation and Performance.
3. Supervise sustainability information disclosure matters and review sustainability reports.
4. Supervise the execution of matters related to the Company's Sustainable Development Best Practice Principles and other sustainable development initiatives resolved by the Board of Directors.

The dedicated (or concurrent) sustainability unit assists the Committee in implementing various plans, covering the following organized tasks, and reports the implementation status of sustainable development to the Committee.

The functions served by each task force is described as follows:

Group	Responsibilities
Corporate Governance	1. Assist the Board of Directors in fortifying the functions 2. Protect the rights and interests of investors 3. Establish various systems and regulations for corporate governance 4. Ensure the transparency and disclosure of information 5. Comply with relevant laws and regulations
Partnership	1. Improve the sustainability Management of the supply chain 2. Build long-term partnerships for co-prosperity regarding product quality, customer service, and delivery and supply in supply chain management.

Environmental Sustainability	1. Promote the environmental protection work of the Company to meet the requirements of laws and regulations 2. Promote work on safety and health to meet the requirements of laws and regulations and ensure the safety of the working environment 3. Promote energy saving and carbon reduction to achieve the set goals
Friendly Workplace and Public Interests of the Society	1. Plan employee benefits 2. Assist the Company in planning employee career development 3. Uphold employees' rights at work 4. Create a friendly workplace 5. Develop community welfare and give back to the community in line with the Company's core philosophy.

The cross-departmental working group shall execute the tasks assigned in the preceding paragraph, consolidate action plans or other sustainability-related matters, and report the implementation results to the dedicated (or part-time) sustainability unit or this Committee.

（2）The professional qualifications, experience and operation of the Committee members are as follows:

1. There are a total of 6 members in the Sustainability Development Committee.

2. Sustainability Development Committee term: June 23, 2025 to June 9, 2028. A total of 1 (A) meetings were held. Member qualifications, experience, and attendance were as follows:

Title	Name	Professional Knowledge and Capabilities in Sustainability	Attendance Count (B)	By Proxy	Attendance Count (%) (B/A)	Remarks
Convener and Director	Ming-Chien Chang	1. Corporate Awareness of ESG and Sustainability Governance 2. Key Factors for Companies to Improve ESG Performance	1	-	100	
Member and Director	Yeong-Wen Daih	1.Sustainable Supply Chain Management 2.Energy-saving and Carbon Reduction Technologies	1	-	100	
Member and Director	Kuan-Chun Chang	1. Environmental conservation 2.Green Energy and carbon trading	1	-	100	
Member	Shu-Hui Feng	1.Human rights protection 2.Protection of Employee Rights	1	-	100	
Member	Jackie Hao	1.Customer service 2.Carbon Footprint Planning	1	-	100	
Member	Lyle Tsai	1.Customer Relationship 2.Energy Saving and Carbon Reduction	1	-	100	

Other Matters:

Description the meeting date, term, meeting content, member suggestions, dissenting opinions, resolution, and the Company's response toward the member opinions of the main proposals of the Sustainable Development Committee.

Sustainability Development Committee	Resolution content and results
1st meeting of the 1st term 2025.07.16	1. The Company's “2024 Corporate Sustainability Report“ 2. The Company's “2030 Carbon Reduction Targets and 2050 Greenhouse Gas Net-Zero Roadmap“ 3.The Company's "Evaluation of In-House Development of Solar Power Facilities" project.
	Sustainability Development Committee Opinion: No objections or qualified opinion. Resolution: Approved without objection by the Chairman upon consultation with all the Directors present. The Company's response toward the opinions of the Sustainability Development Committee: Submitted to the Board of Directors for approval by all the directors in attendance.