

The State of the Company's Promotion of Sustainable Development

Promotion Item	Implementation Status Summary
The Company established and promoted a sustainable development governance structure and set up a dedicated (or non-dedicated) unit for the promotion of sustainable development, and has the Board of Directors authorized the senior management to handle relevant issues and does the Board supervise the state of affairs with respect to the preceding.	Aiming to continue to improve the Company's development of sustainability, the Board meeting held on March 26, 2021 approved to integrate the "Corporate Governance Team" and "CSR Task Force" into the "Corporate Sustainable Development Panel" directly under the Board of Directors. The Panel is responsible for the decision-making and promotion of corporate sustainable development activities and systems, while serving as a cross-departmental communication platform for top-down integration and horizontal linkage. On the Panel, the president serves as the convener and the director as the vice convener, responsible for policy formulation and implementation; the Institution and Public Relation Office serves as the executive secretary, responsible for administrative and coordination affairs, as well as a dedicated (part-time) unit for sustainable development promotion. In order to implement decisions made for corporate sustainability, four teams "Environmental Protection Team, Social Responsibility Team, Corporate Governance Team, Information Security Team" within the Corporate Sustainability Team have been formed, with the top-level supervisor acting as the leader of each team. These four teams coordinate the planning and execution of sustainability operations of their own team and integrate the Company's core operational capabilities jointly reviewed by senior supervisors of different areas to make medium- and long-term sustainable development plans to further facilitate the development of corporate sustainability-related work. The Company's Corporate Sustainable Development Panel plans to hold a meeting at least once each quarter. Through the quarterly meeting and the task team, the Panel identifies sustainability issues associated with the Company's operations and stakeholders' concerns, and prepares strategies, formulates work guidelines, creates budgets for each organization and sustainable development, and plans and implements annual plans. Furthermore, the Panel also follows up on the effectiveness of implementation to ensure that sustainable development strategies are thoroughly implemented in the Company's daily operations. The Corporate Sustainable Development Panel

	plans to report to the Board of Directors at least once a year regarding the results of sustainability implementation and future work plans. Twenty-one meetings were held of the Panel in 2022, covering issues such as (1) identification of sustainability issues that require attention to make action plans; (2) objectives and policy formulation for sustainability-related issues; (3) monitoring of the implementation of sustainable management matters and evaluation of their execution. In 2022, related business operations (including ESG report) were reported to the Board meeting held on June 24 and December 27. The Corporate Sustainable Development Panel proposed sustainability strategies to the Board meeting. The Board of Directors ensured that the setting of objectives, management guidelines, strategy development, review measures and the compilation of the Sustainability Report were completed in the prescribed time. Moreover, the Panel also urges the Management Team to make necessary adjustments.
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