SinoPac Holdings Co., Ltd.
Sustainable Development Committee Organizational Charter

■ Not formulated in accordance with external regulations

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Formulation unit: Secretariat　　Approved Level: Board of Directors

Article 1: Basis for the Establishment of the Charter

To strengthen the management of sustainable development, in accordance with Article 17-2 of the Company's Articles of Incorporation, Article 35-1 of the Company's Corporate Governance Guidelines, and Article 8 of the Company's Sustainable Development Guidelines, the Sustainable Development Committee (hereinafter referred to as "the Committee") Organizational Charter (hereinafter referred to as "the Charter") of the Company is hereby established to be followed.

Article 2: Scope to be Applied

Unless otherwise specified in laws or the Company's Articles of Incorporation, matters concerning the composition, number, term of office, powers, rules of procedure for meetings, and resources to be provided by the Company when exercising its powers, as well as other relevant matters of the Committee shall follow the Charter.

Article 3: Composition, Number of members, and Term of the Committee

The members of the Committee shall be nominated by the Chair of the Company and appointed by the Board of Directors of the Company. The members may be directors of the Company or its subsidiaries, with a minimum total number of three members, including at least one independent director of the Company.

The Committee shall elect one member as the convener to chair the meetings. The term of office for Committee members shall be consistent with the Board of Directors of the Company. If a director of the Company or its subsidiary serving as a Committee member is not reappointed, dismissed, or resigns upon the expiration of the term, the Committee membership shall be automatically terminated.

If the number of Committee members falls below the requirement stated in the first paragraph, the Board of Directors of the Company shall appoint additional members to fulfill the requirement.

Article 4: Duties of the Committee

In accordance with the authorization of the Board of Directors, the Committee shall exercise the due care of good administrators and faithfully perform the following duties:

I. Review the establishment and amendment of the Company's sustainable development policies, systems, short, medium, and long-term implementation plans, and sustainability report.
II. Review and approve the annual work plan for sustainable development.
III. Review, monitor, and revise the implementation effectiveness of the annual work plan for sustainable development.
IV. Supervise the disclosure of sustainable information.
V. Supervise the execution of business activities related to the Company's Sustainable Development Guidelines or other sustainable development tasks approved by the Board of Directors.

The matters stated in clause I of the preceding paragraph shall be proceeded to the Company's Board of Directors for approval. The remaining matters shall be reported to the Board of Directors.

Article 5: Composition and Powers of the Promoting and Implementing Units

The Company establishes a Sustainability Office as a dedicated unit for sustainable development, which assists the Committee in implementing various initiatives. A senior executive is appointed as the Chief Sustainability Officer to ensure the promotion of sustainable related work within the Company.

The Chief Sustainability Officer, based on the needs of sustainable development initiatives, forms cross departmental teams to execute sustainable development affairs. Each team is led by a team leader responsible for overseeing the execution of team tasks. The team leaders are recommended by the Chief Sustainability Officer from the management departments of the Company and its subsidiaries and appointed by the convener of the Committee. The team members are selected by their respective team leaders from the personnel within the Company and its subsidiaries.

The Sustainability Office covers the following task groups and reports the implementation of sustainable development to the Committee:

I. Corporate Governance Team: Responsible for ethical business operations, compliance with laws and regulations, risk management and internal control, formulation of reasonable executive compensation policies, and stakeholder communication mechanisms.
II. Customer Relations Team: Responsible for innovative development of sustainable financial products and services, adherence to responsible finance-related international standards, and implementation of responsible marketing and protection of customer rights and interests.
III. Employee Welfare Team: Responsible for human rights management policies and procedures, compliance with human rights-related laws and international standards, formulation of reasonable employee compensation policies and reward systems, establishment of a safe and healthy workplace environment, establishment of employee communication channels, and provision of a conducive environment for employee career development.
IV. Environmental Protection Team: Responsible for environmental management systems, compliance with environmental regulations and international standards, improvement of energy efficiency, promotion of green operations, and strengthening of sustainable supply chain management.
V. Social Involvement Team: Combining core financial competencies with various social engagement activities, deepening local operations and community care, and promoting community development.

The cross-departmental teams execute the tasks mentioned above, consolidate implementation plans or other sustainability-related matters, and report the results to the Sustainability Office or the Committee.

Article 6: Meeting Convening and Notification

The Committee shall be convened at least twice a year and may be called at any time when needed.

The reason for the convening of the Committee meeting shall be stated and the Committee members shall be notified at least seven days prior to the meeting. However, in case of emergencies, this time limit does not apply.

The notice of convening may be sent in writing or electronically.

The meetings of the Committee shall be convened and chaired by the convener. If the convener is unable to convene a meeting due to leave or

other reasons, the convener may designate another member of the Committee as a proxy. If the convener does not designate a proxy, the other members of the Committee shall elect one to act as the proxy.
The Committee may invite the management of the Company and its subsidiaries, internal auditors, accountants, legal advisors, corporate sustainability consultants, or other professionals to attend the meetings and provide necessary information. However, they shall leave the meeting during discussions and voting.
When the Committee convenes a meeting, relevant documents shall be prepared for the Committee members to refer to at any time.

Article 7: Meeting Agenda, Attendance, and Resolutions

The meeting agenda of the Committee shall be determined by the convener, and other members may also propose agenda items for discussion by the Committee. The meeting agenda shall be provided to all Committee members in advance.
An attendance book shall be prepared for attendance purposes during Committee meetings for reference.
Members of the Committee are required to attend the meetings in person. If unable to attend in person, a member may delegate another member to attend as a proxy, provided that a written authorization specifying the scope of authority with respect to the items on the meeting agenda issued for each instance. Each member may only act as a proxy for one person.
Participation in meetings via video conference shall be considered as attending in person.
For resolutions of the Committee, a majority vote of more than half of all members is required. If there are no objections raised when the Committee chairperson seeks consensus during the voting process, it shall be deemed as approved, with the same effect as a voting decision. The voting results shall be reported immediately and recorded.

Article 8: Attendance Fee

Members of the Committee serve without remuneration. Non-employee Committee members who attend the Committee meetings in person shall be entitled to an attendance fee of NT$10,000 per meeting.

Article 9: Meetings Minutes

Minutes shall be made to record discussions at Committee meetings, and

the matters listed below must be recorded in the minutes in detail and accurate manner:

I. Session (or year), time and place of the meeting.
II. Name of the chairperson of the meeting.
III. Attendance status of members, including names and numbers of those present, on leave, and absent.
IV. Names and titles of attendees.
V. Name of the minute taker.
VI. Matters reported.
VII. Matters discussed: methods and results of resolutions for each agenda item, summaries of statements made by Committee members, experts, and other individuals, names of Committee members involved in conflicts of interest as defined in Article 12, explanations of significant details regarding conflicts of interest, reasons for recusal or non-recusal, instances of recusal, and objections or reservations expressed by Committee members.
VIII. Ad hoc motions: name of the proposer, methods and results of resolutions for the agenda item, summaries of statements made by Committee members, experts, and other individuals, names of Committee members involved in conflicts of interest as defined in Article 12, explanations of significant details regarding conflicts of interest, reasons for recusal or non-recusal, instances of recusal, and objections or reservations expressed by Committee members.
IX. Other matters that should be recorded.

The attendance book of the Committee shall be part of the minutes. In the case of meetings conducted via video conference, the audiovisual recordings shall be part of the minutes.

The minutes shall be signed or stamped by the chairperson and the minute taker and shall be distributed to Committee members within 20 days after the meeting. They shall also be submitted to the Board of Directors and kept as important Company records for a period of five years. The production and distribution of the minutes may be conducted electronically. If any litigation arises relating to matters of this Committee before the expiration of the retention period for the minutes, they shall be retained until the conclusion of the litigation.

Article 10: Resources Provided by the Company

The Committee may, by resolution, appoint attorneys, accountants, or other

professionals to conduct necessary audits or provide consultations related to the exercise of its duties. The expenses incurred shall be borne by the Company.

Article 11: Implementation of Resolutions

The execution of matters resolved by the Committee may be delegated to the convener, Committee members, or designated Chief Sustainability Officer, Sustainability Office, or cross-departmental teams. Progress shall be reported to the Committee in written or oral form during the execution period, and if necessary, shall be submitted for ratification or reporting at the next meeting of the Committee.

Article 12: Recusal from Conflicts of Interest

If a member of the Committee has a personal interest in a matter discussed at a meeting, they shall disclose it at that meeting. If there is a potential risk of harm to the interests of the Company or its subsidiaries, the member shall not participate in the discussion or vote on the matter. They shall also recuse themselves during the discussion and voting and shall not act as a proxy for another Committee member in exercising their voting rights. The spouse and blood relatives within the second degree of a Committee member who have a personal interest in a matter discussed at the meeting shall be deemed to have a personal interest in that matter as well. If the above provision results in the inability of the Committee to reach an agreement on a resolution, it shall be reported to the Board of Directors, who shall make the resolution.

Article 13: Meeting Administrative Unit

The Secretariat serves as the administrative unit of the Committee and is responsible for Committee agendas, issuing convening notices, facilitating the proceedings of the meetings, preserving meeting minutes, and handling other related matters.

Article 14: Public Announcement for Reference

The Company shall publish the content of this Charter on its official website and the Market Observation Post System for reference.

Article 15: Formulation and Revision

The Charter and any amendments hereto shall be implemented upon the

approval of the Board of Directors by resolution.

June 21st, 2024. Approved by the 8th session of the Board of Directors at the 7th meeting in 2024.
Amended and approved by the 8th session of the Board of Directors on November 21, 2025, at the 13th meeting in 2025.