

SYSAGE Technology Co., Ltd.

Corporate Social Responsibility Best Practice Principles

Chapter I General Provisions

Article 1

To implement the Company's corporate social responsibility (CSR) policy, these Corporate Social Responsibility Best Practice Principles (herein after called the "Principles") are established with respect to the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies to provide a reference for compliance.

These Principles shall apply to SYSAGE Technology Co., Ltd. (hereinafter the "Company") and its subsidiaries.

Article 2

Besides meeting international development trends by actively fulfilling CSR in the course of business operations, the Company also promotes issues related to corporate citizenship to directly or indirectly improve the living quality of employees and society and enhance the Company's CSR-based competitive edge.

Article 3

By valuing corporate governance, environmental protection, and social participation, the Company maintains the rights and interests of stakeholders while pursuing sustainable development and profit.

Article 4

The Company practices CSR according to the following principles:

- I. Exercising corporate governance.
- II. Fostering a sustainable environment.
- III. Preserving social welfare.
- IV. Enhancing the disclosure of CSR information.

Article 5

With appropriate communication methods and through stakeholder engagement, the Company discerns their reasonable expectations and needs and properly address the important CSR issues that concern stakeholders.

Chapter 2 Exercising Corporate Governance

Article 6

Based on the duty of care as a good administrator, the Company's directors supervise and assist the management in exercising corporate governance and practicing CSR.

Article 7

Based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Code of Ethical Conduct for TWSE/TPEX Listed Companies, the Company establishes an effective corporate governance framework and relevant ethical standards to optimize corporate governance.

Article 8

Apart from conducting business activities with respect to the local laws and regulations, the Company also implements the following to create an environment for fair competition:

- I. Avoiding engaging in behavior involving unfair competitions.
- II. Performing the tax-payment obligations.
- III. Countering bribery and corruption and establishing appropriate management systems.

Article 9

To ensure the right of investors to be informed, besides strictly following the regulations related to the openness of information, we endeavor to maintain the integrity, timeliness, accuracy, and fairness of information disclosure.

Chapter 3 Fostering a Sustainable Environment

Article 10

The Company shall follow the relevant environmental laws, regulations and international standards to appropriately protect the natural environment, and shall endeavor to promote a sustainable environment when conducting business activities and implementing internal management.

Article 11

The Company establishes an appropriate environment management system (EMS) based on the following items:

- I. Collecting sufficient and up-to-date information to assess the impact of the Company's business activities on the natural environment.
- II. Establishing measurable goals and periodically reviewing the sustainability and relevance of their development.
- III. Establishing programs or action plans and periodically reviewing the effectiveness of their operation.

Article 12

The Company should establish a responsible unit or assign responsible personnel to formulate, promote, and maintain the EMS and the specific action plans and organize environmental education courses for the management and employees.

Article 13

The Company follows the below principles in procurement, operation, and services to reduce the impact of business activities on the natural environment and humankind:

- I. Reducing resource and energy consumption of products and services.
- II. Reducing the emission of pollutants, toxins, and waste, and disposing waste properly.
- III. Enhancing the recyclability and reusability of materials or products.
- IV. Maximizing the sustainability of renewable resources.
- V. Extending product durability.
- VI. Enhancing the efficiency of products and services.

Article 14

The Company endeavors to ensure the compliance with international standards, laws and regulations of all distributed products; assist customers in developing solutions with high efficiency and high reliability; and practice resource conservation and carbon footprint reduction to lower environmental impact.

Article 15

The Company extends the CSR concepts and practices to the supply chain and assists suppliers in lowering their environmental impact to jointly fulfill CSR.

Chapter 4 Preserving Social Welfare

Article 16

Besides complying with the related labor laws and regulations and protecting the legal rights and interests of employees, the Company also respects the internationally recognized principles for protecting basic labor rights, preserves the basic rights of workers, adopts the principles of equality and equal rights, and establishes appropriate management methods and procedures.

Article 17

The Company may provide information for employees to understand the labor laws and their rights in the countries where the Company operates.

Article 18

The Company provides employees with education and training on occupational health and safety and a safe and healthy work environment, including the provision of necessary health and first-aid facilities and reduction of hazard factors of occupational health and safety to prevent occupational accidents.

Article 19

The Company creates an environment conducive to the career development of employees and establishes effective training programs for competence development.

Article 20

The Company establishes comprehensive communication channels for employees to access information and express opinions about the Company's management activities and decisions.

Article 21

The Company actively promotes social welfare activities and cooperates with related government units, social welfare organizations, and charities. These activities cover charity, environmental protection, mindfulness, and education.

Article 22

The Company encourages employees to engage in volunteer activities and participate in various public affairs and charitable activities, mindfulness, and education.

Chapter 5 Enhancing the Disclosure of CSR Information

Article 23

The Company makes public disclosures in accordance with relevant laws and regulations and the Corporate Governance Best Practice Principles, and also fully discloses relevant and reliable CSR information to enhance information transparency. The Company may disclose the following CSR information to the public:

- I. The policies, systems, or relevant management approaches and specific promotion plans for CSR as resolved by the Board.
- II. The risks and impacts on corporate operations and finance of exercising corporate governance, fostering a sustainable environment, and preserving social welfare.
- III. Goals and measures established by the company for CSR practices and their performance.
- IV. Major stakeholders and the issues that concern them.
- V. Disclosure of information on the management and performance of material environmental and social issues of key suppliers.
- VI. Other CSR-related information.

Article 24

The Company should produce the CSR report every year and adopt internationally recognized standards or guidelines to disclose the status of CSR implementation. The report contents may include the following:

- I. The system framework, policies, and action plans for implementing CSR.
- II. Major stakeholders and the issues that concern them.
- III. The performance and review of CSR implementation.
- IV. Future improvements and goals.

Chapter 6 Supplementary Provisions

Article 25

The Company shall keep track of the development of domestic and foreign CSR standards and the macroenvironmental changes to review and improve the established CSR system and thereby improve the effectiveness of CSR implementation.

Article 26

These Principles shall be implemented upon the approval of the Board. The same shall apply to amendments thereto.

These Principles were established on May 12, 2017.