

Chicony Power Technology Co., Ltd.

Code of Practice on Sustainable Development

Chapter I General Provisions

Article 1 Our company is committed to fulfilling its corporate social responsibility and promoting economic, environmental and social progress to achieve sustainable development.

In order to comply with the Code of Practice on Sustainability of Listed Companies, this Code is formulated in accordance with the "Code of Practice on Sustainability of Listed Companies".

Article 2 The scope of this Code includes the overall operational activities of the Company and its group companies.

While engaging in business operations, the Company shall actively practice sustainable development to comply with international development trends, and through corporate citizenship, enhance national economic contributions, improve the quality of life of employees, communities, and society, and promote competitive advantages based on sustainable development.

Article 3 The Company shall promote sustainable development and pay attention to the interests of stakeholders. While pursuing sustainable management and profits,

We attach importance to environmental, social and corporate governance factors and incorporate them into our corporate management policies and operational activities.

Article 4 The Company shall implement sustainable development in accordance with the following principles:

1. Implement corporate governance.
2. Develop a sustainable environment.
3. Maintaining the public welfare.
4. Strengthen the disclosure of corporate sustainable development information.

Article 5 The Company shall consider the development trend of domestic and international sustainable development issues and their relevance to the core business of the enterprise, the Company itself and the group

The Group shall consider the impact of the Group's overall business operations on its stakeholders, formulate sustainable development policies, systems or related management guidelines and specific promotion plans, and implement them after approval by the Board of Directors.

When shareholders propose proposals related to sustainable development, the company's board of directors should consider including them as shareholders' meeting proposals.

Chapter II Implementation of Corporate Governance

Article 6 The Company shall comply with the "Code of Practice for Corporate Governance of Listed Companies" , "Code of Conduct for Listed Companies" and "Reference example of the code of ethics for listed companies" , establish effective governance structures and relevant ethical standards to Improve corporate governance.

Article 7 The directors of the company shall fulfill their duty of care as good managers to urge the company to achieve sustainable development and review the company's

The effectiveness of its implementation and continuous improvement ensure the implementation of the sustainable development policy. When the company promotes the sustainable development goals, the board of directors of the company should fully consider the interests of stakeholders and include the following matters:

1. Propose a sustainable development mission or vision, and formulate sustainable development policies, systems or related management guidelines.
2. Incorporate sustainable development into the company's operating activities and development direction, and approve a specific promotion plan for sustainable development.
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3. Ensure the timeliness and accuracy of the disclosure of information related to sustainable development. The board of directors shall authorize senior management to handle economic, environmental and social issues arising from the company's operations and report the handling status to the board of directors. The operation process and the relevant responsible personnel shall be specific and clear.

Article 8 The Company shall regularly organize education and training to promote sustainable development, including the promotion of matters such as the second paragraph of the previous article.

Article 9 In order to improve the management of sustainable development, the company has established a corporate sustainable development committee to be responsible for the sustainable development policy,

The Company shall formulate a reasonable salary and remuneration policy to ensure that the remuneration planning is in line with the organization's strategic objectives and the interests of stakeholders.

The employee performance appraisal system should be integrated with the sustainable development policy, and a clear and effective reward and punishment system should be established.

Article 10 The Company shall respect the rights of stakeholders, identify the Company's stakeholders, and set up a stakeholder information system on the Company's website.

Stakeholder Area: Through appropriate communication methods, we understand the reasonable expectations and needs of stakeholders and appropriately respond to the important sustainable development issues they are concerned about.

Chapter 3 Developing a Sustainable Environment

Article 11

The Company shall comply with environmental laws and regulations and relevant international standards, appropriately protect the natural environment, and strive to achieve the goal of environmental sustainability when carrying out operational activities and internal management.

Article 12

The company should strive to improve energy efficiency and use recycled materials with low environmental impact so that the earth's resources can be used sustainably.

Article 13

The company should establish an appropriate environmental management system based on the characteristics of the industry. The system should include the following items: 1. Collect and evaluate sufficient and timely information on the impact of operating activities on the natural environment. 2. Establish measurable environmental sustainability goals and regularly review the sustainability and relevance of their development. 3. Formulate specific plans or action plans and other implementation measures, and regularly review their operational effectiveness.

Article 14

The company's environmental management department is the Administration Department, which formulates, promotes and maintains relevant environmental management systems and specific action plans, and regularly organizes environmental education courses for management and employees.

Article 15

The company should consider the impact of its operations on ecological benefits, promote and advocate the concept of sustainable consumption, and conduct research and development, procurement, production, operations and service activities in accordance with the following principles to reduce the impact of the company's operations on the natural environment and humans:

1. Reduce resource and energy consumption of products and services.
2. Reduce the emission of pollutants, toxic substances and waste, and properly dispose of waste.
3. Improve the recyclability and reuse of raw materials or products.
4. To maximize the sustainable use of renewable resources.
5. Extend the durability of products.
6. Increase the effectiveness of products and services.

Article 16

In order to improve the efficiency of water resource use, the Company shall properly and sustainably utilize water resources and formulate relevant management measures. The Company shall build and strengthen relevant environmental protection and treatment facilities to avoid pollution of water, air and land; and make every effort to reduce adverse effects on human health and the environment, and adopt the best feasible pollution prevention and control technology measures.

Article 17

The company should assess the current and future potential risks and opportunities of climate change to the enterprise and adopt measures to respond to climate-related issues.

The company should adopt domestic and international common standards or guidelines to conduct corporate greenhouse gas inventory and disclose it, the scope of which should include:

1. Direct greenhouse gas emissions: greenhouse gas emissions from sources owned or controlled by the company.
2. Indirect greenhouse gas emissions: greenhouse gas emissions from the use of energy such as imported electricity, heat or steam.

3. Other indirect emissions: Emissions generated by company activities that are not energy indirect emissions but come from other companies.

Emission sources owned or controlled by the company.

The company should pay attention to the impact of climate change on its operations and formulate

Formulate the company's energy conservation, carbon reduction and greenhouse gas reduction strategies, and incorporate the acquisition of carbon rights into the company's carbon reduction strategy planning, and promote it accordingly to reduce the impact of the company's operations on climate change.

Chapter 4: Protecting the Public Welfare

Article 18

The company should comply with relevant laws and regulations and follow international human rights conventions, such as gender equality, the right to work and the prohibition of discrimination.

In order to fulfill its responsibility to protect human rights, the company shall formulate relevant management policies and procedures, which include: 1. Proposing the company's human rights policy or statement.

2. Evaluate the impact of the company's operations and internal management on human rights and establish corresponding handling procedures. 3.

Regularly review the effectiveness of the company's human rights policy or statement.

4. When human rights violations are involved, the procedures for handling the stakeholders involved should be disclosed.

The Company shall comply with internationally recognized labor rights, such as freedom of association, collective bargaining rights, care for disadvantaged groups, prohibition of child labor, elimination of all forms of forced labor, elimination of employment and employment discrimination, etc., and confirm that human resource utilization policies do not discriminate based on gender, race, socioeconomic class, age, marital and family status, so as to implement equality and fairness in employment, employment conditions, remuneration, benefits, training, assessment and promotion opportunities.

For situations that endanger the rights and interests of employees, the company should provide an effective and appropriate complaint mechanism to ensure that the complaint process is Equality and transparency. Complaint channels should be simple, convenient and accessible, and employees' complaints should be properly responded to.

Article 19

The Company shall provide employees with information so that they understand the labor laws and rights they enjoy in the countries where they operate.

Article 20

The Company shall provide employees with a safe and healthy working environment, including providing necessary health and first aid facilities, and strive to reduce hazards to employee safety and health to prevent occupational accidents.

The company should provide regular safety and health education and training to its employees.

Article 21

The company should create a good environment for the career development of employees and establish an effective career development training program. The company should appropriately reflect the business performance or results in the employee remuneration policy to ensure the recruitment, retention and encouragement of human resources and achieve the goal of sustainable operation.

Article 22

The company should establish channels for regular communication and dialogue among employees so that employees have the right to obtain information and express their opinions on the company's business management activities and decisions.

The Company shall respect the right of employee representatives to negotiate regarding working conditions and provide employees with the necessary information and hardware facilities to promote negotiation and cooperation between employers, employees and employee representatives.

The Company shall notify employees of operational changes that may have a significant impact on them in a reasonable manner.

Article 23

The company should be responsible for its products and services and attach importance to marketing ethics. Its R&D, procurement, production, operation and service processes should ensure the transparency and security of product and service information, formulate and disclose consumer rights policies, and implement them in operational activities to prevent products or services from damaging consumer rights, health and safety.

Article 24

The company shall ensure the quality of its products and services in accordance with government regulations and industry standards. The company shall comply with relevant laws and international standards in the marketing and labeling of its products and services and shall not engage in deception, misleading, fraud or any other behavior that undermines consumer trust and harms consumer rights.

Article 25

The Company should assess and manage various risks that may cause operational disruptions to reduce the impact on consumers and society.

The Company shall provide a transparent and effective consumer complaint procedure for products and services, handle consumer complaints fairly and promptly, and comply with relevant laws and regulations such as the Personal Data Protection Act to truly respect consumers' privacy and protect the personal data provided by consumers.

Article 26

The Company shall assess the impact of its procurement activities on the environment and society of the supply source communities and work with suppliers to jointly implement corporate social responsibility.

Before engaging in business dealings, the Company should assess whether suppliers have a record of impacting the environment and society, and avoid doing business with suppliers that conflict with the Company's corporate social responsibility policy.

When the Company signs a contract with a major supplier, the content should include compliance with the corporate social responsibility policies of both parties and a clause that the contract may be terminated or rescinded at any time if the supplier violates the policy and causes a significant impact on the environment and society of the supply source community.

Article 27

The Company shall assess the impact of its operations on the community and appropriately employ human resources in the location where the Company operates to enhance community recognition.

The Company shall participate in community development and community education activities of civic organizations, charitable groups and local government agencies through business activities, in-kind donations, corporate volunteer services or other public welfare professional services to promote community development.

Chapter 5: Strengthening Disclosure of Sustainable Development Information

Article 28

The Company shall disclose information in accordance with relevant laws and regulations and the "Code of Corporate Governance Practice for Listed Companies" and shall fully disclose relevant and reliable sustainable development-related information to enhance information transparency.

The company discloses the following information on sustainable development:

1. Sustainable development policies, systems or related management guidelines and specific promotion plans approved by the board of directors. 2. The impact of implementing corporate governance, developing a sustainable environment and maintaining social welfare on the company's operations and financial status.

The risks and impacts arising.

3. The company's promotion goals, measures and implementation performance for sustainable development. 4. Major stakeholders and issues of concern to them.

5. Disclosure of major suppliers' management and performance information on major environmental and social issues. 6.

Other information related to sustainable development.

Article 29

The company should adopt internationally recognized standards or guidelines to disclose the status of promoting sustainable development when preparing a sustainability report, and should obtain third-party confirmation or guarantee to improve the reliability of information. The content should include: 1. Implementation of sustainable development policies, systems or related management guidelines and specific promotion plans.

2. Major stakeholders and issues of concern to them.

3. The company's performance in implementing corporate governance, developing a sustainable environment, maintaining social welfare, and promoting economic development

Effectiveness and review.

4. Future improvement directions and goals.

Chapter VI Supplementary Provisions

Article 30

The Company shall always pay attention to the development of domestic and international sustainable development standards and changes in the corporate environment, and review and improve the sustainable development system established by the Company accordingly to enhance the effectiveness of promoting sustainable development.

Article 31

This Code shall be implemented after approval by the Board of Directors, and the same shall apply when it is revised.