

# Sustainable Development Committee Implementation Status -2025-

## I. Composition & Duties

(I) The Committee shall consist of 3 to 5 members, which is composed of board directors and senior management officers. At least half of them shall be independent directors, and regular or irregular meetings shall be held and convener shall be Chairperson.

(II) Members of the Committee shall be presented and consented by board of directors. The members of the Committee shall be replaced when they cannot execute duties for any reasons (Such as terms have expired, retirement, resignations, assignment has dismissed or any circumstances.)

(III) The Sustainable Development Committee was established on December 17, 2019. The members of the 3<sup>rd</sup> Committee (Tenure: June 19, 2023 – June 18, 2026) are as follows:

As of December 31, 2025

| Title                                    | Name              |
|--|-------------------|
| Convener (Chairperson)                   | Hu, Kuang Hua     |
| Member (Managing Director and President) | Chien, Chih-Kuang |
| Member (Managing Independent Director)   | Wu, Yu-Hsueh      |
| Member (Independent Director)            | Lee, Shu-Hua      |
| Member (Independent Director)            | Huang, Chao-Kuei  |

(IV) The duties of the Committee are as follows:

1. Implement business integrity, business ethics and sustainable development to immerse in business policies of the Bank.
2. Supervise and coordinate the establishment of business integrity and sustainable development system of the Bank.
3. Supervise and view the execution and effectiveness of business integrity and sustainable development of the Bank.
4. Review business integrity and sustainable development related execution report regularly.
5. Other matters required to be resolved and referred.

## II. Operation Method

(I) Meetings of the Committee shall be held at least twice a year. When necessary, the meetings may be convened at any time.

(II) If the convener takes leave or is unable to convene a meeting for any reason, the convener shall appoint another member in the Committee to act in his or her place. If the convener does not make such an appointment, a member of the Committee shall be elected by and from among the other members on the Committee to serve as convener.

(III) In convening a meeting of the Committee, a notice setting forth the subjects to be discussed at the meeting shall be given to each member at least 7 days in advance. In emergency circumstances, however, the meeting may be convened at any time and shall notice members of

the Committee with written report. The Committee may, at the expense of the Bank, resolve to retain the service of an attorney, certified public accountant, or other professional to conduct a necessary audit or to provide advice on matters relating to the exercise of the Committee's authority.

### III. Convening of Meetings

(I) The Committee held 4 meetings in 2025, and the attendance of the members is as follows:

| Title                                    | Name                        | Attendance in Person (A) | Attendance by Proxy | Required Attendance (B) | Actual Attendance Rate (A/B) |
|--|-----------------------------|--------------------------|---------------------|-------------------------|------------------------------|
| Convener (Chairperson)                   | Hu, Kuang Hua               | 4                        | 0                   | 4                       | 100%                         |
| Member (Managing Director and President) | Chien, Chih-Kuang<br>Note 1 | 2                        | 1                   | 3                       | 66.7%                        |
| Member (Managing Independent Director)   | Wu, Yu-Hsueh                | 4                        | 0                   | 4                       | 100%                         |
| Member (Independent Director)            | Lee, Shu-Hua                | 4                        | 0                   | 4                       | 100%                         |
| Member (Independent Director)            | Huang, Chao-Kuei            | 4                        | 0                   | 4                       | 100%                         |
| Member (Managing Director and President) | Chou, Chao-Chung<br>Note 2  | 1                        | 0                   | 1                       | 100%                         |
| Total Actual Attendance (C) : 19 times   | Total Attendance            |                          |                     |                         |                              |
| Total Required Attendance (D) : 20 times | Rate (C/D) : 95%            |                          |                     |                         |                              |

Note : 1. Appointed on April 10, 2025.

2. Discharged on April 10, 2025.

(II) Significant Proposals and Resolutions in 2025

| Date, terms of the meetings   | Proposals  | Resolutions |
|---|--|-------------|
| February 14, 2025<br>The 10 <sup>th</sup> meeting of the 3 <sup>rd</sup> term | <ul style="list-style-type: none"> <li>Report on the implementation of Human Rights Due Diligence for FY 2024.</li> <li>Report on the implementation of sustainable development for FY 2024.</li> <li>Report on the implementation of the Bank's Ethical Corporate Management Best Practice Principles for FY 2024.</li> <li>Report on the implementation results of occupational safety and health for FY 2024.</li> </ul> <ul style="list-style-type: none"> <li>Amendments to the Bank's "Ethical Corporate Management Best Practice Principles."</li> <li>Amendments to the Bank's "Sustainable Development Policy."</li> <li>Proposal for the Bank's "Sustainable Development Working Plan of 2025."</li> </ul> | Noted.      |
| June 2, 2025<br>The 11 <sup>th</sup> meeting of the 3 <sup>rd</sup> term      | <ul style="list-style-type: none"> <li>Report on the progress of the IFRS Sustainability Disclosure Standards Adoption Plan as of 2025 Q1.</li> <li>Report on the implementation of sustainable topics materiality assessment for FY 2024.</li> </ul> <ul style="list-style-type: none"> <li>Amendments to the Bank's "Ethical Corporate Management Best Practice Principles."</li> </ul>  | Noted.      |

| Date, terms of the meetings  | Proposals  | Resolutions  |
|--|--|--|
|  | <ul style="list-style-type: none"> <li>Proposal for the Bank's 2024 ESG Report and Report on the implementation of sustainable development for FY 2024.</li> </ul>   | <p>approved the proposal.</p> <p>Except for the proposed amendments, the proposal was approved unanimously by all attending Directors.</p> |
| September 10, 2025<br>The 12 <sup>th</sup> meeting of the 3 <sup>rd</sup> term | <ul style="list-style-type: none"> <li>Report on the implementation status of Sustainable Development Work Plan as of 2025 H1.</li> <li>Report on the progress of the IFRS Sustainability Disclosure Standards Adoption Plan as of 2025 Q2.</li> <li>Report on the Bank's progress in greenhouse gas inventory and verification for 2024, as well as the implementation results of environmental-related indicators.</li> </ul>  | <p>Noted.</p>  |
| December 5<br>The 13 <sup>th</sup> meeting of the 3 <sup>rd</sup> term         | <ul style="list-style-type: none"> <li>Report on the implementation status of Sustainable Development Work Plan as of 2025 Q3.</li> <li>Report on the progress of the IFRS Sustainability Disclosure Standards Adoption Plan as of 2025 Q3.</li> <li>Report on the Bank's communication with various stakeholders in 2025.</li> <li>Report on the Bank's Intellectual Property Management Plan and its Performance of 2025.</li> <li>Amendments to the Bank's "Sustainable Development Best Practice Principles."</li> <li>Proposal for the Bank's 2030 Environmental Sustainability Indicators and Targets.</li> <li>Report on the proposal for the Bank's 2026 greenhouse gas inventory and verification work plan.</li> </ul> | <p>Noted.</p> <p>All Directors in attendance unanimously approved the proposal.</p>  |