

## Operational Overview of the Sustainability Development Committee of FICG

Form Update Date :  
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The Corporate Sustainability Development Committee of FIC Global, Inc. (FICG) was established in 2022. The second-term committee, comprising four members, was re-elected on June 9, 2023, with a tenure running until June 14, 2026. As of the update date of this report, the second-term committee has convened 10 times. The attendance records of the committee members are detailed as follows:

Company Position	Committee Position	Name	Actual Attendance (B)	Proxy Attendance	Required Attendance (A)	Remarks Attendance Rate (B/A)	Remarks
Chairman (President)	Chairperson	Chien Leo Ming Tz	10	0	10	100%	
Independent Director	Member	WANG,CHENG-WEI	10	0	10	100%	
Vice President	Member	An-Ti Lo	10	0	10	100%	
<b>General Manager, Business Unit</b>	Member	Chien-Huei Dee	4	1	5	83.33%	Resigned on May 13, 2025
<b>Assistant Vice President</b>	Member	LI, YU-HUA	5	0	5	100%	

## Professional Expertise of Committee Members

Current members possess expertise in the following sustainability areas:

Committee Title	Name	Environment (E)	Social (S)	Governance (G)	Management
Chairperson	Chien Leo Ming Tz	●	●	●	●
Member	WANG, CHENG-WEI	●	●	●	●
Member	An-Ti Lo	●	●	●	●
Member	LI, YU-HUA		●	●	●

### Expertise Definitions:

- **Environment (E):** Energy saving, GHG management, green design, TCFD experience.
- **Social (S):** Human rights, labor relations, talent development, DEI, social welfare.
- **Governance (G):** Corporate governance, financial risk control, legal compliance, info security.
- **Management:** Operational judgment, crisis management, international outlook, strategic planning.

## Key Resolutions of the Corporate Sustainability Development Committee in 2026

Date	Agenda Items	Resolution Results / Descriptions
March 3, 2026	<p>I. Reports by the Sustainability Office:  Progress report on Sustainability Office project implementation, progress report on greenhouse gas inventory implementation, and report on recommended improvement items identified in the 2026 ESG evaluation.</p> <p>II. Matters for Deliberation:</p> <ol style="list-style-type: none"> <li>1. RE30 Green Electricity Procurement Proposal: Review of the procurement plan in support of the energy transition.</li> <li>2. Proposal for Approval of the Company's Risk Tolerance Thresholds: Establishment and approval of sustainability risk indicators.</li> <li>3. Review of the Sustainability Best Practice Principles of FICG.</li> </ol>	<p>The resolutions for each proposal at this meeting are summarized as follows:</p> <p>Proposal regarding the progress report on greenhouse gas inventory implementation: After the Chairperson solicited the opinions of all committee members, no objections were raised by any member, and the proposal was approved as submitted.</p> <p>Proposal regarding the report on recommended improvement items identified in the 2026 ESG evaluation: It was resolved that the corporate governance officer shall conduct further evaluation and analysis of the relevant governance indicators, compile the results, and submit them to the Chairperson for instructions.</p> <p>Proposal regarding RE30 green electricity procurement: It was resolved that the Sustainability Office shall further assess the feasibility of the Group independently procuring green electricity and raising its renewable energy targets. Upon completion of the assessment, the subsequent course of action shall be further reviewed, and upon completion of the deliberation, the matter shall be submitted to the Board of Directors.</p> <p>Proposal regarding the approval of the Company's risk tolerance thresholds:  After the Chairperson solicited the opinions of all committee members, no objections were raised by any member, and the proposal was approved as</p>

submitted.

Proposal regarding the review of the Sustainability Best Practice Principles of FICG: It was resolved that the Sustainability Office shall provide the revised full text after the meeting for further review by all committee members and for their comments. After consolidation of the feedback, the matter shall be resubmitted for review and, upon completion of the deliberation, shall be submitted to the Board of Directors.

## Key Resolutions of the Corporate Sustainability Development Committee in 2025

Date	Agenda Items	Resolution Results / Descriptions
March 24, 2025	<p>I. Sustainability Development Office Reports:</p> <ol style="list-style-type: none"> <li>1. Project progress report from the Sustainability Office.</li> <li>2. Trend Analysis: National sustainability laws, ISSB and IFRS convergence plans and corporate responses, and FICG Greenhouse Gas (GHG) inventory and trend analysis.</li> </ol>	<p>The Chairman emphasized that risk management is intended to prevent losses; members suggested that the Sustainability Office should clarify the division of roles between the Risk Management team and the Audit Committee.</p>
June 04, 2025	<p>I. Sustainability Development Office Reports:</p> <ol style="list-style-type: none"> <li>1. Progress report on ESG projects.</li> <li>2. Report on the 2024 Sustainability Month activities.</li> </ol> <p>II. Discussion Items:</p> <ol style="list-style-type: none"> <li>1. Review and approval of the 2024 Sustainability Report.</li> </ol>	<p>Approved by all attending members and submitted to the Board of Directors. The Committee resolved those subsidiaries must unify the decimal points for GHG inventory data and identified climate risks for the Taipei, Guangzhou, and Shenzhen sites.</p>
August 04, 2025	<p>I. Sustainability Development Office Reports:</p> <ol style="list-style-type: none"> <li>1. Progress report on ESG projects.</li> <li>2. Report on the verification of the 2024 Sustainability Report (BSI).</li> </ol> <p>II. Discussion Items:</p> <ol style="list-style-type: none"> <li>1. Selection of the consultant for the 2025 GHG inventory.</li> </ol>	<p>Approved by all attending members and submitted to the Board of Directors. It was resolved that task forces for IFRS (S1/S2) and new GRI standards will be initiated in Q1 2026.</p>
November 24, 2025	<p>I. Sustainability Development Office Reports:</p> <ol style="list-style-type: none"> <li>1. Recent sustainability trends report.</li> </ol>	<p>Approved by all attending members and submitted to the Board of Directors. The top five material topics include: Regulatory Compliance,</p>

	<p>2. Project progress report from the Sustainability Office.</p> <p>II. Discussion Items:</p> <p>1. Review and approval of the 2025 material topics for FIGG.</p>	<p>Integrity &amp; Anti-corruption, Operational Performance, Talent Recruitment and Retention, and Risk Management.</p>
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## Key Resolutions of the Corporate Sustainability Development Committee in 2024

Date	Agenda Items	Resolution/Agenda Description
<p>March 14, 2024</p>	<p>I. Reports from the Sustainability Development Office (international sustainability trends, 2023 project implementation results, 2024 group sustainability project planning and progress).</p> <p>II. Review of 2023 sustainability report material topics.</p> <p>III. Renewal of consultants and third-party verification units for the 2024 sustainability report.</p>	<p>Approved by all attending members without objection and submitted to the board of directors for resolution.</p>
<p>June 17, 2024</p>	<p>I. Reports from the Sustainability Development Office (2023 sustainability report results, 2023 greenhouse gas inventory results).</p> <p>II. Establishment of the company's greenhouse gas inventory management method.</p> <p>III. Review of the 2023 sustainability report.</p>	<p>Approved by all attending members without objection and submitted to the board of directors for resolution.</p>

September 25, 2024	1. Reports from the Sustainability Development Office (recent sustainability trends, 2024 sustainability month planning, project execution progress); 2. Selection of consultants for the 2024 greenhouse gas inventory; 3. Review of the "FICG Anti-Corruption and Anti-Bribery Policy"	Approved by all attending members without objection and submitted to the board of directors for resolution.
October 21, 2024	Electronic review of the internal control system for sustainability information	Approved by all attending members without objection and submitted to the board of directors for resolution.
December 11, 2024	1. Reports from the Sustainability Development Office (recent sustainability trends, project execution progress, evaluation results of greenhouse gas inventory system vendors); 2. Review of major topics for the 2024 FICG Sustainability Report	Approved by all attending members without objection and submitted to the board of directors for resolution.

## Key Resolutions of the Corporate Sustainability Development Committee in 2023

Date	Agenda Items	Resolution/Agenda Description
April 10, 2023	1. Draft disclosure of the 2022 sustainability report; 2. Reports from the Sustainability Development Office; 3. Progress of the greenhouse gas inventory; 4. Review of the “FICG Human Rights Policy” and “Integrity and Corporate Social Responsibility Commitment”	Approved by all attending members without objection and submitted to the board of directors for resolution.
August 23, 2023	1. Project progress report from the Sustainability Office (including execution results and progress, introduction of the report content); 2. Review of “2022 FICG Sustainability Report” and selection of consultants and verification/assurance units for the “2023 FICG Sustainability Report” and “Greenhouse Gas Inventory”; 3. Proposal to add personnel to the Sustainability Development Office; 4. Report on sustainability actions for listed companies	Approved by all attending members without objection and submitted to the board of directors for resolution.

## Key Resolutions of the Corporate Sustainability Development Committee in 2022

Date	Agenda Items	Resolution/Agenda Description
October 6, 2022	Allocation of sustainability organizational structure; initiation meeting for the sustainability report	Approved by all attending members without objection and submitted to the board of directors for resolution.
November 24, 2022	1. Material topics for the 2022 sustainability report; 2. Carbon inventory and related guidance listed as the focus of the company's sustainability development efforts for 2023	Approved by all attending members without objection and submitted to the board of directors for resolution.