



Phison's Environmental Protection Policy

2020.June.04 established

2024. March.29 revised

Responsible unit: Department of ESH.

The Company complies with domestic environmental regulations and international standards, protects the natural environment as appropriate, and is committed to achieving its goals and responsibilities for environmental sustainability in its operational activities and internal management, and promotes a policy of information transparency.

Climate change is made a part of corporate sustainability and the Chairperson of the board is the top decision maker. This policy is announced after it has been signed by the Chairman and General Manager.

Management Approach

1. Green Enterprise

The implementation principle is to improve energy efficiency, set targets and regularly review environmental performance, combining green design, green manufacturing, green operations and green buildings to meet the requirements of environmental regulations and international standards.

2. Environmental Friendly Behavior

We focus on the production, procurement, manufacturing, distribution, use and final disposal of raw materials to minimize negative environmental impacts, increase product durability and reduce waste emissions.

3. Energy Conservation

Adopt energy-saving labels for electricity and water products, improve energy efficiency, plan energy-saving solutions, reduce electricity consumption intensity, introduce energy management systems and reduce greenhouse gas emissions.



4. Waste Recycling

Promote the reduction of the use of disposable products, implement waste separation and increase the recycling rate of resource waste.

5. Transparent Information

We disclose environmental information to fulfill our corporate social responsibility and promote the Corporate Sustainability Report to provide relevant reference information to external stakeholders and to enhance the awareness and responsibility of all employees, subsidiaries, joint ventures, suppliers and contractors in environmental protection, so that we can work together to continuously improve the environment and set performance.

6. Carbon Inventory

We conduct our own greenhouse gas inventory in accordance with the ISO 14064 management standard, disclose our annual carbon emissions and publish a greenhouse gas emissions inventory report. We commission third-party verification from time to time and commit to setting annual carbon reduction targets to reduce our impact on the environment.

7. Carbon Reduction

Encourage staff to take the stairs instead of the lift, pledge planting and maintenance to reduce greenhouse effect and purify the air, and promote staff to commute to and from work and business trips to share or take public transport to reduce carbon emissions.

8. Renewable Energy

Continuing to purchase green electricity and renting rooftops to install solar power generation equipment to support the development of Taiwan's green energy industry.

9. Biodiversity

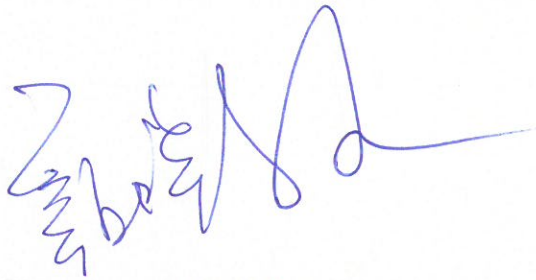
To avoid operating activities in global or national biodiversity protection areas, it is necessary to conduct regular risk assessments on the impact on biodiversity and ecosystems when approaching the area, and take avoidance, minimization, mitigation, compensation and other measures to reduce the ecological impact.

Achieve the goal of Net Zero Loss (NNL) and Net Positive Impact (NPI) on biodiversity by 2050, and also encourage supply chain partners and other stakeholders to participate in Zero Net Deforestation, reforestation, habitat restoration, and take

practical actions to respond to the United Nations' Convention on Biological Diversity (CBD).

10. Environmental Education

From time to time, we organize or participate in environmental education courses to cultivate the knowledge, skills, attitudes and values of our staff to protect the environment and promote the importance of environmental issues and participation in environmental protection actions to achieve sustainable development.



Chairman, Wee Kuan Gan



General Manager, CS MA