


PHISON Public Affairs Engagement Policy

Phison Electronics Corporation (“PHISON” or “the Company”) actively builds and maintains productive relationships with governments and relevant organizations to communicate with key stakeholders on issues including industry development, technology, employee welfare, and environmental sustainability. Through membership in industry associations and non-profit organizations, PHISON contributes its positions on the development of public issues and in the formulation of relevant industrial policies. All public affairs engagement is carried out in accordance with this policy in all jurisdictions where the Company operates.

PHISON’s Public Affairs Engagement Principles:

1. Public affairs engagement shall follow PHISON’s Code of Conduct and comply with all laws or regulations.
2. The positions and principles publicly disclosed by associations of which PHISON is a member should align with the Company’s views on sustainable development issues, including, but not limited to, climate change and human rights . PHISON expects the positions of associations/organizations in which PHISON is a member are aligned with the Company’s views.

For Phison’s position on climate change and the Paris Agreement:	For Phison’s position on human rights:
 Environmental Protection Policy	 Official website
 Human Rights Policy	 Official website

3. PHISON maintains political neutrality and does not engage in political activities such as contributions to political parties or individuals to further a political agenda.

Governance Organization and Review Mechanism:

The chief corporate governance officer is responsible for PHISON’s overall public affairs engagement. He or she regularly reports to the Chairman, CEO on issues related to public affairs. Issues may include whether there is any misalignment in the Company’s views and those publicly held by an association/organization in which PHISON is a member on important sustainable development topics, including climate

change. The Company's participation in associations/organizations is reviewed on a regular basis.

Countermeasures for Misalignment with Industry and Trade Associations:

If an association or organization in which PHISON is a member publicly holds a view that is not consistent with the Company's position, the Company shall take the following actions:

1. Communicate the difference in views and request the association/organization to address the misalignment within six months.
2. If the association/organization fails to address the aforesaid misalignment within a reasonable timeframe, PHISON shall take appropriate countermeasures, such as withdrawing its membership.