

Phison Electronics Corporation Public Affairs Engagement Policy

Phison Electronics Corporation (hereinafter referred to as “Phison” or “the Company”) is committed to establishing and maintaining cooperative relationships with governments and relevant organizations. The Company actively engages with key stakeholders on issues including industry development, technological innovation, employee welfare, and environmental sustainability. Through participation in trade associations, non-profit organizations, public hearings, government policy consultation meetings, and lobbying activities, Phison contributes to the development of public policy and industry-related regulations. This policy apply to all of Phison's global operations, and all public affairs activities shall be conducted in accordance with this policy.

PHISON’s Public Affairs Engagement Principles:

1. Public affairs participation shall comply with Phison's Code of Conduct, adhere to all applicable laws and regulations, and maintain political neutrality. Phison shall not engage in political activities, including making political contributions to political parties or individuals for the purpose of influencing legislation or public policy.
 2. The publicly disclosed positions, principles, and commitments of the trade associations and organizations in which Phison participates shall be aligned with the Company's sustainability commitments, including but not limited to those related to climate change and human rights.
 3. Phison continuously monitors the alignment between public policy and climate goals, including climate-related lobbying activities and the climate policy positions and activities of trade associations. The Company has established the following management and review processes to ensure that its positions and climate commitments are aligned with the Paris Agreement.
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Governance Organization and Review Mechanism:

The COO is responsible for overseeing Phison's public affairs participation and regularly reports to the Chairman and CEO on the alignment between the publicly disclosed sustainability positions of the business or trade associations in which Phison participates and the Company's sustainability commitments, including the goals of the Paris Agreement. The Company also conducts periodic reviews to ensure that these positions remain consistent with its sustainability commitments and the objectives of the Paris Agreement.

Countermeasures for Misalignment with Industry and Trade Associations:

During the evaluation process, Phison considers information from multiple sources to ensure the objectivity and comprehensiveness of its assessment. If the Company determines that the policy positions of an industry association or organization in which it participates are inconsistent with,

contradictory to, or less ambitious than the Company's sustainability commitments or the goals of the Paris Agreement, the Company will take the following actions:

1. Engage in ongoing dialogue and advocacy with the relevant industry association or organization to encourage alignment with the Company's sustainability objectives and, where appropriate based on the nature of the matter, publicly disclose its position.
2. If the industry association or organization fails to resolve the identified differences within a reasonable period of time, the Company will take appropriate measures, including evaluating participation in other suitable business or industry associations or withdrawing from the organization.