

Lemtech Holdings Co., Limited

Sustainable Development Committee Charter

(Translated version)

Article 1 Purpose and Basis of Establishment

To implement the Company's sustainable development goals and strengthen sustainability governance, in accordance with Paragraph 3, Article 27 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Paragraph 1, Article 9 of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," the Sustainability Development Committee (hereinafter referred to as the "Committee") is established, and the Organizational Regulations of the Committee (hereinafter referred to as the "Regulations") are formulated for compliance.

Article 2 Scope of Application

Matters concerning the number of members, term of office, powers and duties, rules of procedure, and resources to be provided by the Company when the Committee exercises its authority shall be governed by this Charter, unless otherwise provided by applicable laws or the Articles of Incorporation.

Article 3 Disclosure

The Company shall disclose this Charter on the Company's website and the Market Observation Post System for reference.

Article 4 Composition of the Committee, Promotion Units, and Execution Units

The Committee shall consist of no fewer than three members, appointed by resolution of the Board of Directors. Committee members shall possess professional knowledge and competence in corporate sustainability, and at least one director shall participate in supervision.

The Committee may, in consideration of the Company's scale, industry characteristics, or other circumstances conducive to sound sustainability management, establish a dedicated or concurrent sustainability unit and may appoint a senior executive to serve as Chief Sustainability Officer to ensure the promotion of sustainability-related affairs.

The Chief Sustainability Officer or personnel holding equivalent positions may, based on departmental sustainability needs, establish cross-functional task forces to execute sustainability initiatives.

Article 5 Term of Office and Replacement of Committee Members

The term of office of Committee members shall, in principle, coincide with the term of the Board of Directors. Members may be reappointed upon expiration of their terms.

Where a Committee member is dismissed for any reason resulting in fewer than three members, a replacement appointment shall be made by the Board of Directors at its next meeting.

Article 6 Powers and Duties of the Committee, Promotion Units, and Execution Units

Under authorization of the Board of Directors, the Committee shall faithfully perform the following duties with the duty of care of a prudent administrator and report to the Board of Directors:

1. Formulating, promoting, and strengthening the Company's sustainability policies, annual plans, and strategies.
2. Reviewing, monitoring, and revising the implementation status and effectiveness of sustainability initiatives.
3. Supervising sustainability information disclosure matters and reviewing the sustainability report.
4. Supervising the implementation of the Company's Sustainability Best Practice Principles and other sustainability-related matters as resolved by the Board of Directors.

Dedicated or concurrent sustainability units shall assist the Committee in implementing various plans, encompassing the following task groups, and shall report implementation results to the Committee:

1. Corporate Governance Task Force: Responsible for legal compliance in corporate governance, formulation of reasonable remuneration policies and employee performance evaluation systems, education and training, and stakeholder communication mechanisms to achieve the Company's sustainable development goals.
2. Sustainability Environment Task Force: Responsible for environmental management systems, compliance with environmental laws and regulations and international standards, assessment of sustainability transitions, improvement of resource utilization rates, climate change response mechanisms, and establishment of dedicated environmental management units or personnel to achieve environmental sustainability goals.
3. Social Responsibility Task Force: Responsible for human rights management policies and procedures, compliance with human rights laws and regulations and international standards, establishment of internal and external communication with all organizational members (such as employees, subsidiaries, joint ventures, etc.) and key value chain members, assessment of related risks and management mechanisms, and promotion of community development and cultural development to achieve sustainable business operation goals.

4. Sustainability Disclosure Task Force: Responsible for sustainability information management policies, compliance with relevant laws, regulations, and international standards on sustainability information disclosure, and full disclosure of material and reliable sustainability information to enhance transparency of sustainability information.

The cross-departmental task forces shall execute the duties of the aforementioned groups, compile implementation plans or other sustainability-related matters, and report execution results to the dedicated (full-time or part-time) sustainability unit or the Committee.

Article 7 Convening and Calling of Meetings

The Committee shall convene at least one meeting per year and may hold additional meetings as needed.

The calling of Committee meetings shall specify the purposes thereof and notify Committee members seven days in advance. In case of emergency, this time limit shall not apply. Notices may be given in writing or electronically.

The Committee members shall elect one person from among the full members to serve as the convener, who shall also chair the meeting. If the convener is on leave or unable to convene the meeting for any reason, the convener may designate another Committee member to act as proxy; if no proxy is designated, the other Committee members shall elect one among themselves to act as proxy.

The Committee may invite managers from relevant Company departments, internal auditors, certified public accountants, legal advisors, or other corporate sustainability professionals to attend meetings and provide necessary information, but they shall leave the meeting during discussions and voting.

When convening Committee meetings, relevant materials shall be prepared for reference by attending Committee members at any time.

Article 8 Agenda and Attendance

The meeting agenda of the Committee shall be determined by the convener, and other members may also propose items for discussion by the Committee.

The meeting agenda shall be provided to Committee members in advance.

When the Committee convenes, the Company shall prepare an attendance sign-in book for attending members to sign and for reference.

Committee members shall attend Committee meetings in person. If unable to attend in person, they may authorize another member to attend on their behalf; participation via video conference shall be deemed as personal attendance.

When a Committee member authorizes another member to attend on their behalf, a power of attorney shall be issued for each meeting, specifying the scope of authorization for the purposes of the meeting.

A proxy under Paragraph 3 shall accept authorization from only one principal.

Article 9 Resolution Methods

For resolutions of the Committee, unless otherwise provided by law, articles of incorporation, or rules, the consent of more than one-half of all members shall be required. If, during voting, the Committee chair inquires and there is no objection, it shall be deemed passed, with the same effect as a vote.

The results of the Committee's voting shall be reported on the spot and recorded in the minutes.

Article 10 Conflict of Interest Avoidance

If a Committee member has a personal interest in a meeting matter, the member shall explain the material content of such interest. If there is a concern that it may harm the Company's interests, the member shall not participate in discussions or voting, shall recuse themselves during discussions and voting, and shall not exercise voting rights on behalf of other members. The spouse and relatives within the second degree of kinship of a Committee member who have an interest in a meeting matter shall be deemed to constitute a personal interest of the Committee member in that matter.

If the Committee is unable to make a resolution due to the provisions of the preceding paragraph, it shall report to the Board of Directors, and the Board of Directors shall make the resolution.

Article 11 Minutes

The proceedings of the Committee meetings shall be recorded in minutes, which shall faithfully record the following matters:

1. Session (or annual) number of the meeting and time and place.
2. Name of the chair.
3. Attendance status of members, including names and numbers of those present, on leave, and absent.
4. Names and titles of attendees.
5. Name of the recorder.
6. Matters reported.
7. Discussion matters: resolution methods and results for each proposal, names of members with conflicts of interest and explanations of material content of such interests under the preceding article, reasons for recusal or non-recusal, recusal status, and dissenting or reserved opinions of Committee members.
8. Temporary motions: name of the proposer, resolution methods and results for the proposal, summaries of statements by Committee members, experts, and other personnel, names of members

with conflicts of interest and explanations of material content of such interests under the preceding article, reasons for recusal or non-recusal, recusal status, and dissenting or reserved opinions of Committee members.

9. Other matters that should be recorded.

The Committee's sign-in book shall be part of the minutes; for meetings held via video conference, the video and audio records shall also be part of the minutes.

The minutes shall be signed or sealed by the meeting chair and the recorder, distributed to Committee members within 20 days after the meeting, submitted to the Board of Directors, included in the Company's important files, and retained for five years; the preparation and distribution of minutes may be conducted electronically.

In the event of litigation regarding resolutions of the Committee before the retention period of the preceding paragraph expires, the minutes shall continue to be retained until the conclusion of the litigation.

Article 12 Handling of Meeting Resolutions

Resolutions of the Committee based on the powers stipulated in Article 6, or subsequent execution work after authorizing professionals as resolved under Article 13, may authorize the convener or other Committee members to continue handling, and during the execution period, a written report shall be made to the Committee. If necessary, it shall be submitted to the Committee for ratification or report at the next meeting.

Article 13 Resources for Exercising Powers

The Committee may, by resolution, appoint lawyers, certified public accountants, or other professionals to conduct necessary audits or provide consultations on matters related to the exercise of its powers, and the relevant expenses shall be borne by the Company.

Article 14 Implementation

These Regulations shall take effect upon approval by the Board of Directors, and the same shall apply to amendments thereof.

Adopted on August 20, 2024.