

Corporate Sustainability Committee Charter of Oriental Union Chemical Corporation (the “Company”)

Approved by the Board of Directors on November 11, 2025

Article 1: Basis for Establishment

To implement the Company's corporate social responsibility and achieve the concept of sustainable development, the Corporate Sustainability Committee (hereinafter referred to as "the Committee") is established in accordance with Articles 7 and 9 of the "Corporate Sustainability Best Practice Principles for TWSE/TPEX Listed Companies" and Article 27 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies." The charter hereof is formulated to facilitate compliance.

Article 2: Scope of Application

Matters related to the composition, number, term of office, duties, meeting rules, and resources provided by the Company for the exercise of powers of the Committee shall be governed by the charter unless otherwise stipulated by laws or the Company's Articles of Incorporation.

Article 3: Purpose of Establishment

The operation of the Committee shall adhere to the principle of corporate sustainability development, with the primary purpose of guiding the execution of the following matters:

1. Implementation of corporate governance.
2. Development of a sustainable environment.
3. Maintenance of social welfare.
4. Enhancement of corporate sustainability information disclosure.

Article 4: Committee Composition

Committee members shall be appointed by resolution of the Board of Directors. The Committee shall consist of at least three members, with majority being Independent Directors.

At least one member shall possess expertise in corporate sustainability development. A convener and meeting chairperson shall be elected from among the members.

The term of Director serving on the Committee shall begin from the date of the Board resolution and end upon the expiration of the Director's term, resignation from the Committee or directorship, or replacement by Board resolution.

If the number of Committee members falls below three due to dismissal, the Board shall appoint replacements at the next meeting.

Upon appointment or changes in membership, the Company may announce and report the facts on the information reporting website designated by the competent authority.

Article 5: Duties

To achieve the purpose stated in Article 3, the Committee shall perform the following duties with the care of a prudent manager and be accountable to the Board of Directors:

1. Promote and strengthen corporate governance and ethical business practices.
2. Promote and develop matters related to corporate sustainability.
3. Supervise other sustainability-related tasks resolved by the Board.

Article 6: Meeting Convening

The Committee shall convene at least once a year. The notice shall specify the reason for the meeting and be sent to members at least seven days in advance, including the date, location, agenda, and relevant materials. In emergencies, this requirement may be waived. Notices may be sent in writing, by email, or facsimile.

If the convener is on leave or unable to convene the meeting, another member shall be designated to act on his behalf. If no designation is made, a member within shall be elected to act as convener.

Article 7: Meeting Rules

The Administrative Management Division shall serve as Secretariat, responsible for meeting notices, agenda preparation, proceedings, minutes and the like.

The meeting agenda shall be set by the convener and provided beforehand. Other members may also raise proposals for discussion.

A sign-in sheet shall be provided for members to sign in and for record-keeping.

Members shall attend meetings in person. If unable to attend, another member may be authorized to attend on his behalf. Participation via video conferencing is considered attendance.

Authorization must be documented for each meeting, specifying the scope of authorization.

A proxy may only represent one member.

Decisions require the attendance of at least two-thirds of members and approval by a majority of those present. If no objections are raised upon inquiry by the chairperson, the resolution is deemed passed with same effect as a vote. The result shall be reported and recorded immediately.

The Committee may invite relevant department heads or personnel of the Company or its subsidiaries, sustainability consultants, or other individuals to attend and provide necessary information.

Matters resolved or discussed shall be evaluated and executed by relevant departments, subsidiaries, or task forces and reported at the next meeting.

Article 8: Meeting Minutes

Meeting Minutes shall include the following:

1. Meeting session, date, time, and location.
2. Name of the chairperson.
3. Members' attendance status, including names and numbers of those present, on leave, or absent.
4. Names and titles of attendees.
5. Name of the recorder.
6. Reported items.
7. Discussion items: resolution methods and results, summaries of expert and other statements, names of members with conflicts of interest, explanations of significant interests, reasons for recusal or non-recusal, recusal status, objections or reservations.
8. Extemporaneous motions: proposer's name, resolution methods and results, summaries of expert and other statements, conflicts of interest details, reasons for recusal or non-recusal, recusal status, objections or reservations.
9. Other matters to be recorded.

The sign-in sheet is part of the minutes. For video meetings, audiovisual materials are also part of the minutes.

Minutes shall be signed or stamped by the chairperson and recorder, distributed to members within 20 days after the meeting, submitted to the Board, and permanently retained as important company records.

Minutes may be produced, distributed, and stored electronically.

Article 9: Recusal from Deliberation

Any member with conflict of interest relating to the meeting proposal shall disclose the nature of the conflict. If the conflict may harm the Company's interests, said member shall not participate in discussion or vote and may not act as a proxy for another member.

Article 10: Appointment of Experts

The Committee may, by resolution, appoint professionals to provide necessary consultation on matters related to Article 5, with the costs borne by the Company.

Article 11: Implementation and Amendment

This Charter shall take effect upon approval by the Board of Directors. Same shall also be applied to the amendments.