

**Dyaco International Inc.**  
Status of sustainable development

Reported to the Board of Directors on December 23, 2022

| Evaluation Item  | Implementation status |    |   | Discrepancy with industry standards in sustainable development practices and reasons for listed companies |
|--|-----------------------|----|---|---|
|  | Yes                   | No | Summary   |   |
| 1. Does the Company have a governance structure for promoting sustainable developments and exclusively (or concurrently) dedicated units to be in charge of proposing and enforcing sustainable development, and let the Board of Directors entrust the highranking management with the implementation and supervise the status? | V                     |    | <p>1. To implement the promotion of corporate social responsibility and sustainable management, the Board of Directors established the Corporate Sustainability Committee on August 11, 2021 and merged the CSR Committee into it.</p> <p>2. The Board of Directors approved the Corporate Sustainability Committee charter on August 11, 2021 for the Committee to follow.</p> <p>3. The Company' s CSR dedicated staff is the project secretary of the Corporate Sustainability Committee, responsible for promoting various programs and establishing ESG policies to be approved by the Board of Directors.</p> <p>4. The results of CSR promotion in 2022 were reported to the Board of Directors on December 23, 2022. Please refer to the following section "Other important information to help understand the operation of CSR" for the implementation results.</p> <p>5. The Company' s Corporate Sustainability Committee project secretary participates in external CSR-related workshops to understand how to implement the United Nations' Global Sustainable Development Goals (SDGs) into CSR, and actively engages in external CSR evaluations to improve itself and enhance its social responsibility. The social responsibility education and training courses in 2022 are as follows.</p> <p>(1). ISO 45001:2018 Occupational Safety and Health Management System.</p> <p>(2). ISO 50001 Energy Management System</p> <p>(3). GRI Standards and report practice.</p> <p>(4). ISO 14064-1:2018 Lead auditor training for GHG examination and control.</p> <p>(5). ISO 14064-1:2018 The verification and validation of GHG.</p> <p>(6). ISO 14067 Carbon footprint of products-Requirements and guidelines for quantification.</p> <p>(7). The seminar of CPC industry sustainable development and ESG.</p> | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |

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| <p>2. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?</p> | V  | <ul style="list-style-type: none"> <li>● <b>Risk Management</b><br/>In the course of business management, prevention and control of possible risks are carried out, and relevant early warning measures are developed.<br/>In accordance with the principle of materiality, the Company conducts risk assessment on environmental, social, corporate governance and IT security issues related to its operations, which serve as a reference for the Company' s risk management and operational strategies. The results of Risk Management in 2022 were reported to the Board of Directors on December 23, 2022.</li> <li>● <b>Risk Management Policies and Procedures</b><br/><b>Environmental issues</b><br/>The Company has established procedures to respond to environmental management issues related to the Company's business, with the main objective of reducing and preventing environmental impacts. The Company has established the following environmental management procedures: <table border="1" data-bbox="529 768 1270 1182" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Environmental Issues</th> <th style="text-align: center;">Response</th> </tr> </thead> <tbody> <tr> <td>Recycling and waste management</td> <td>Waste and recyclables management procedures</td> </tr> <tr> <td>Pollution prevention and resource conservation</td> <td>Environmental operation management procedures</td> </tr> <tr> <td>Hazardous substance management</td> <td>Environmental hazardous substance management procedures</td> </tr> <tr> <td>Water resource management</td> <td>Wastewater and plant noise management procedures</td> </tr> <tr> <td>Energy consumption and greenhouse gas emissions</td> <td>Energy consumption and greenhouse gas emission management procedures</td> </tr> </tbody> </table> </li> </ul> <p>The Company obtained ISO14001 certification in Dec 2021.</p> <p><b>Social issues</b><br/>In terms of social issues, a safe and healthy working environment for our employees is the Company' s top priority. To ensure the physical and mental health of our employees and to enhance the safety of the workplace environment, we have a "Social Responsibility Management Manual" in place to regulate and promote workplace safety and the importance of physical and mental health of our employees through employee health checks, fire drills and education and training courses.</p> <p><b>Corporate governance issues</b><br/>With respect to corporate governance issues, the Company avoids violating the laws and regulations of the competent authorities to jeopardize the Company' s reputation by setting up the Audit Committee, the Remuneration Committee, and the Corporate Social Responsibility Committee, and establishing the position of Corporate Governance Officer to jointly supervise the Company' s compliance with the relevant laws and regulations and implement corporate governance.</p> | Environmental Issues | Response | Recycling and waste management | Waste and recyclables management procedures | Pollution prevention and resource conservation | Environmental operation management procedures | Hazardous substance management | Environmental hazardous substance management procedures | Water resource management | Wastewater and plant noise management procedures | Energy consumption and greenhouse gas emissions | Energy consumption and greenhouse gas emission management procedures | <p>Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"</p> |
|---|--|--|----------------------|----------|--------------------------------|---|--|---|--------------------------------|---|---------------------------|--|---|--|--|
| Environmental Issues  | Response   |  |                      |          |                                |   |  |   |                                |   |                           |  |   |  |  |
| Recycling and waste management  | Waste and recyclables management procedures                          |  |                      |          |                                |   |  |   |                                |   |                           |  |   |  |  |
| Pollution prevention and resource conservation  | Environmental operation management procedures                        |  |                      |          |                                |   |  |   |                                |   |                           |  |   |  |  |
| Hazardous substance management  | Environmental hazardous substance management procedures              |  |                      |          |                                |   |  |   |                                |   |                           |  |   |  |  |
| Water resource management   | Wastewater and plant noise management procedures                     |  |                      |          |                                |   |  |   |                                |   |                           |  |   |  |  |
| Energy consumption and greenhouse gas emissions   | Energy consumption and greenhouse gas emission management procedures |  |                      |          |                                |   |  |   |                                |   |                           |  |   |  |  |
|   |  | <p><b>IT security issues</b><br/>The IT security strategy focuses on the three aspects of information security governance, compliance with laws and regulations, and the use of technology to improve overall protection from system to technology and from personnel to organization. In view of the current emerging trend of IT security, such as DDoS (Distributed Denial of Service) attacks, ransomware,</p>   |                      |          |                                |   |  |   |                                |   |                           |  |   |  |  |

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|---|--|----|--|---|----------|--------------------------------|---|--|---|--------------------------------|---|---------------------------|--|---|--|--------------------------|-----------------------------------|---|
|   | Yes  | No | Summary  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
|   |  |    | <p>social engineering attacks, counterfeit websites, etc., we communicate with international IT security vendors every year, and through the cooperation of projects, we regularly pay attention to IT security issues and plan for responses, and conduct DDoS and ATM attack and defense exercises for different situations to strengthen the response ability of the personnel and expect to detect and block the attacks at the first time.</p> <p>The aforementioned risk management policies for environmental, social, corporate governance and IT security issues were approved by the Board of Directors on December 25, 2020.</p>  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
| <p>3. Environmental issues</p> <p>(1) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?</p> | V  |    | <p>The Company has established procedures to respond to environmental management issues related to the Company' s business, with the primary objective of reducing and preventing environmental impacts. The Company has established the following environmental management measures:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Environmental Issues</th> <th style="width: 50%;">Response</th> </tr> </thead> <tbody> <tr> <td>Recycling and waste management</td> <td>Waste and recyclables management procedures</td> </tr> <tr> <td>Pollution prevention and resource conservation</td> <td>Environmental operation management procedures</td> </tr> <tr> <td>Hazardous substance management</td> <td>Environmental hazardous substance management procedures</td> </tr> <tr> <td>Water resource management</td> <td>Wastewater and plant noise management procedures</td> </tr> <tr> <td>Energy consumption and greenhouse gas emissions</td> <td>Energy consumption and greenhouse gas emission management procedures</td> </tr> <tr> <td>Environmental management</td> <td>ISO14001 Environmental management</td> </tr> </tbody> </table> <p>The Company obtained ISO14001 certification in Dec 2021.</p> | Environmental Issues  | Response | Recycling and waste management | Waste and recyclables management procedures | Pollution prevention and resource conservation | Environmental operation management procedures | Hazardous substance management | Environmental hazardous substance management procedures | Water resource management | Wastewater and plant noise management procedures | Energy consumption and greenhouse gas emissions | Energy consumption and greenhouse gas emission management procedures | Environmental management | ISO14001 Environmental management | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies" |
| Environmental Issues  | Response   |    |  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
| Recycling and waste management  | Waste and recyclables management procedures                          |    |  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
| Pollution prevention and resource conservation  | Environmental operation management procedures                        |    |  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
| Hazardous substance management  | Environmental hazardous substance management procedures              |    |  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
| Water resource management   | Wastewater and plant noise management procedures                     |    |  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
| Energy consumption and greenhouse gas emissions   | Energy consumption and greenhouse gas emission management procedures |    |  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |
| Environmental management  | ISO14001 Environmental management                                    |    |  |   |          |                                |   |  |   |                                |   |                           |  |   |  |                          |                                   |   |

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| (2) Does the Company endeavor to improve energy usage efficiency and use renewable materials which have a low impact on the environment? | V                     |    | <p>1. The Company' s main export markets include the European Union (EU) countries, so, in accordance with the Hazardous Substances Standard, we ensure the materials comply with the EU restriction of the use of substance directive, which requests suppliers to provide materials in compliance with RoHS, REACH, and PAHs, as well as certified test reports or self-declaration to make sure no harm to humans and reduced risk to the environment. As of 2022, a total of 250 suppliers, 66.67% of raw materials suppliers (Class F), signed a restriction of hazardous substances agreement with the Company. None was suspended for cooperation due to non-compliance with standards.</p> <p>2. The president and management department promote energy saving. The Company follows the regulations and the "Environmental Safety and Health Policy," the "Environmental Operation Management Procedures," and the "Wastewater and Plant Noise Management Procedures" in the Company's social responsibility management manual. It discharges pollutants from air, water, or waste according to the standards with the management department' s inspection and management. The Company also encourages employees to participate in water conservation and incorporates green management into its corporate sustainability strategy. At the same time, the Company has set up a wastewater pre-treatment system to reduce the COD and SS of the wastewater to permitted and approved discharge volume before it is dumped into the sewage sewer to reduce loads of sewage systems. In 2022, there was no violation of wastewater discharge standards °</p> | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEx Listed Companies"         |

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|  | Yes                                | No  | Summary  |   |                                    |   |   |                       |                                 |   |   |   |
|  |                                    |   | 3. Waste management is carried out by the general affairs department in accordance with the "Waste and Recyclables Management Procedures." The waste generated during the manufacturing process is general industrial waste, which is mainly organic sludge and scrapped furnace dust from production process, and general waste from company operations. The Company, in accordance with the laws, commissions qualified industrial waste disposal organization to perform the disposal of industrial waste.  | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |                                    |   |   |                       |                                 |   |   |   |
| (3) Does the company evaluate potential risks and opportunities brought by climate change, and take response measures to climate-related issues? | V                                  |   | <p>1. With regard to environmental issues, in view of the impact of climate change on the corporate operations, the Company has identified climate change and hazardous substances pollution as major risks, and has laid down procedures for the management of energy consumption and greenhouse gas emissions, procedures for the management of environmentally hazardous substances and procedures for the management of suppliers/subcontractors, and has reported to the Board of Directors and the Corporate Social Management Committee regularly. The Company departments conduct business inventory and risk identification for climate change, including analysis of risks and opportunities arising from direct or indirect impacts of extreme weather events, and estimates management costs and financial impacts based on a risk management strategy plan as a core of response actions on climate change. The information collected as described above is used to strengthen the Company's climate change governance and to systematically assess financial correlations in order to mitigate risks and seize business opportunities.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Risk category</th> <th style="width: 25%;">Climate change risk identification</th> <th style="width: 25%;">Climate change opportunity identification</th> <th style="width: 25%;">Possible business items for company operation</th> </tr> </thead> <tbody> <tr> <td>Products and services</td> <td>Low carbon products or services</td> <td>Support low-carbon and environmentally friendly products by using eco-friendly and low-carbon materials for our products.</td> <td>Examine the feasibility of using low-carbon and eco-friendly materials for each product and develop potential customers who choose eco-friendly and low-carbon materials.</td> </tr> </tbody> </table> <p>2. The decrease in total emissions was due to lower capacity utilization in 2022 compared to that in 2021. The Company reduced its CO2 emissions due to solar power generation by a total of 929,954kg in 2022 , which was reduced by 92.6%</p> | Risk category   | Climate change risk identification | Climate change opportunity identification | Possible business items for company operation | Products and services | Low carbon products or services | Support low-carbon and environmentally friendly products by using eco-friendly and low-carbon materials for our products. | Examine the feasibility of using low-carbon and eco-friendly materials for each product and develop potential customers who choose eco-friendly and low-carbon materials. | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies" |
| Risk category  | Climate change risk identification | Climate change opportunity identification   | Possible business items for company operation  |   |                                    |   |   |                       |                                 |   |   |   |
| Products and services  | Low carbon products or services    | Support low-carbon and environmentally friendly products by using eco-friendly and low-carbon materials for our products. | Examine the feasibility of using low-carbon and eco-friendly materials for each product and develop potential customers who choose eco-friendly and low-carbon materials.  |   |                                    |   |   |                       |                                 |   |   |   |

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|---|-----------------------|-----------------------------|--|---|--------|---------------|--|------------|-----------|-----------------------------|--------------------------------------|-------------|-----------|----------------------------|--------------------------------------|-----------|-------|--------|--------------------------------------|------|------|------|----------|-------------|-------------|------------------------|-----------|-----------|-----------------|-------------|----------|---|
|   | Yes                   | No                          | Summary  |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| (4) Does the company compile statistics of greenhouse gas emissions, water use, and total weight of waste in the past two years, and does it establish policies for energy conservation & carbon reduction, greenhouse gas emission reduction, water use reduction, and other waste management? | V                     |                             | <p>1. greenhouse gas emission</p> <p>(1). The Company's greenhouse gas (GHG) inventory refers to ISO14064-1:2018, revealing the emissions of Changhua Plant 1, Plant 2 and Plant 5, and calculation of GHG emissions is not verified by a third party. We are engaged in the manufacturing of sports equipment, and the primary source of greenhouse gas is from purchased electricity, accounting for more than 90% of the total amount in the past four years. The Company is devoted to promoting energy conservation and carbon reduction in the long term by generating electricity through solar power systems to reduce carbon dioxide (CO<sub>2</sub>) emissions, with the following emission reduction targets:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Range</th> <th>Period</th> <th>Coverage Area</th> <th>Reduction of CO<sub>2</sub> emissions</th> </tr> </thead> <tbody> <tr> <td>Short term</td> <td>2020-2026</td> <td>Factory 1, 2, 5 in Changhua</td> <td>Average annual decrease of 800,000kg</td> </tr> <tr> <td>Medium term</td> <td>2027-2031</td> <td>Taipei office and Taichung</td> <td>Average annual decrease of 900,000kg</td> </tr> <tr> <td>Long term</td> <td>2031-</td> <td>office</td> <td>Average annual decrease of 950,000kg</td> </tr> </tbody> </table> <p>(2). The Company reduced its CO<sub>2</sub> emissions due to solar power generation by a total of 7,459,929 kg from 2015 to 2022, with an average annual decrease of 932,491kg, reaching its long-term target.</p> <p>(3). CO<sub>2</sub> emissions for the past two years are as follows.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Item</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Emission</td> <td>1,936,754KG</td> <td>1,006,800KG</td> </tr> <tr> <td>Decrease (Solar Power)</td> <td>932,491KG</td> <td>932,491KG</td> </tr> <tr> <td>Total Emissions</td> <td>1,004,263KG</td> <td>74,309KG</td> </tr> </tbody> </table> <p>The decrease in total emissions was due to lower capacity utilization in 2022 compared to that in 2021.</p> | Range   | Period | Coverage Area | Reduction of CO <sub>2</sub> emissions | Short term | 2020-2026 | Factory 1, 2, 5 in Changhua | Average annual decrease of 800,000kg | Medium term | 2027-2031 | Taipei office and Taichung | Average annual decrease of 900,000kg | Long term | 2031- | office | Average annual decrease of 950,000kg | Item | 2021 | 2022 | Emission | 1,936,754KG | 1,006,800KG | Decrease (Solar Power) | 932,491KG | 932,491KG | Total Emissions | 1,004,263KG | 74,309KG | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEx Listed Companies" |
| Range   | Period                | Coverage Area               | Reduction of CO <sub>2</sub> emissions   |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| Short term  | 2020-2026             | Factory 1, 2, 5 in Changhua | Average annual decrease of 800,000kg   |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| Medium term   | 2027-2031             | Taipei office and Taichung  | Average annual decrease of 900,000kg   |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| Long term   | 2031-                 | office                      | Average annual decrease of 950,000kg   |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| Item  | 2021                  | 2022                        |  |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| Emission  | 1,936,754KG           | 1,006,800KG                 |  |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| Decrease (Solar Power)  | 932,491KG             | 932,491KG                   |  |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |
| Total Emissions   | 1,004,263KG           | 74,309KG                    |  |   |        |               |  |            |           |                             |                                      |             |           |                            |                                      |           |       |        |                                      |      |      |      |          |             |             |                        |           |           |                 |             |          |   |

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|                 | Yes                   | No | Summary   |   |
|                 |                       |    | <p>2. Water usage<br/>Tap water is used for Company' s process and non-process operations in each location, and no other water sources are used. Process water is mainly used in production operations, and the largest part of which is wastewater generated from the surface pre-treatment of the painting process - alkali dipping and film forming. To reduce water wastage, the wastewater from alkali dipping and film forming operations is recycled and reused. The generated wastewater is distributed to the wastewater pre-treatment system pursuant to the regulations. Non-process water is used for employees' daily use, and the sewage is treated to the extent that it complies with the regulations and is dumped into the sewer.</p> <p>3. The waste disposal<br/>waste generated during the manufacturing process is general industrial waste, which is mainly organic sludge and scrapped furnace dust from production process, and general waste from company operations.</p> |   |

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| 4. Social issues<br>(1). Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights? | V                     | The Company has been paying attention to human rights issues and enhancing workplace safety over the years, and has made the following specific management plans with reference to International Bill of Human Rights and workplace safety-related laws and regulations: |  |   | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies" |
|  |                       | Matter of Concern  | The Company' s Specific Management Plan  | 2022 Number of Case   |   |
|  |                       | Humane treatment   | Humane treatment management procedures are in place to ensure that staff are not subjected to cruel and inhumane treatment.  | 0   |   |
|  |                       | Eliminating unlawful discrimination to ensure equal opportunities in employment  | Discrimination prohibition management procedures are in place to provide fair and reasonable work opportunities and humane treatment so that the Company does not discriminate in hiring, compensation, training, promotion, or termination. | 0   |   |
|  |                       | Prohibition of child labor   | Strictly enforce the requirements of social responsibility management regulations and Labor Standards Act, prohibit the use of child labor and establish procedures for child and youth labor management.                                    | 0   |   |
|  |                       | Freedom of association, collective bargaining, trade union membership and religion   | The Company protects and respects employees' freedom of association, union membership, religion and participation in collective bargaining, and has management procedures therefor.  | 0   |   |



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| (2). Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries? | V                     |    | <ol style="list-style-type: none"> <li>1. In accordance with the Company's Articles of Incorporation, the Company shall distribute employee compensation at no less than 1% of the current year's profitability and director compensation at no more than 5% of the current year's profitability. However, the Company' s accumulated losses shall have been covered.</li> <li>2. The Company states its employees' obligations through internal meetings and advocacy letters on a regular or occasional basis that they shall comply with the Company's rules and regulations, and keeps records of such advocacy activities. In addition, the Company has established the "Personnel Regulations" and "Annual Mid-term and End-of-Term Employee Performance Appraisal Procedures," which shall be followed to handle all reward and punishment cases in a fair and equitable manner, and are included in the annual performance appraisal indicators, so that employees would understand the Company' s determination to follow through on each reward and punishment case.</li> <li>3. The Company's bonus is based on 2% of annual after-tax operating income, which is distributed to all employees after considering their years of service and annual performance evaluation to motivate all employees toward the Company's goals.</li> <li>4. Based on the above performance appraisal results, the Company motivates its employees through employee compensation, bonuses, issuance of treasury shares and employee stock options, and implements a performance appraisal mechanism that is linked to various salary and benefits.</li> </ol> | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |
| (3). Does the company provide a safe and healthy working environment and provide employees with regular safety and health training?   | V                     |    | <ol style="list-style-type: none"> <li>1. The Company complies with the regulations related to occupational safety and has a "Social Responsibility Management Manual" to regulate the safety and health of its employees in the workplace.</li> <li>2. The Company provides employees with annual health checks and follow-up of abnormal test results, with a coverage rate of over 95% of employees per year and annual health checks were already conducted in September 2022.</li> <li>3. 8-10 health programs and lectures in 2022 and weekly promotional e-mails on health and safety. Half-yearly fire training in 2021 was held in compliance with Article 13 of the "Fire Services Act" and Article 15 of the "Enforcement Rules of Fire Services Act" to raise the awareness of personnel and to prevent disasters.</li> <li>4. 319 hours of external training and 1,975.5 hours of internal training on workplace safety-related education in 2022.</li> </ol>  | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |

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|   | Yes                   | No | Summary  |   |
| (4). Does the company set up effective career development and training programs for its employees?  | V                     |    | <ol style="list-style-type: none"> <li>1. The Company values the long-term career development of its employees, and every year, in addition to the education and training courses required by law, encourages employees to participate in internal and external training to enhance their practical skills.</li> <li>2. Total training hours in 2022 were 4,161.5 hours for internal training courses and 822 hours for external training courses.</li> <li>3. In addition, employees are encouraged to enroll in professional courses in colleges and universities after work to improve themselves and provide them with different perspectives on decision-making in the workplace. Thus, there is an in-service training grant program, but no employee applied for it in 2022.</li> </ol>   | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |
| (5). Does the Company comply with relevant laws and international standards in relation to customer health and safety, customer privacy, marketing, and labeling of products and services, and has it established relevant consumer or customer protection policies and grievance procedures? | V                     |    | <ol style="list-style-type: none"> <li>1. Customer health and safety<br/>The Company values quality, introduces the ISO operation process, and complies with the relevant governmental regulations on R&amp;D, procurement, production, operation and service process in internal control to ensure the transparency and security of product labeling and service information.</li> <li>2. Customer privacy<br/>According to privacy statements as set out in customer service (personal information guarantee policy), customer's personal information shall only be collected for the purpose of providing transaction-related operations, providing other information or services to users, compiling member statistics, conducting surveys or research on Internet activity, or for other lawful use of information, and only internal business personnel shall have the authority to inquire about and access customer personal information.</li> <li>3. Marketing and labelling<br/>The Company actively manages products and processes systematically to ensure compliance with international standards and has passed the latest version of ISO9001 Quality Management System and ISO13485 Medical Device Quality Management System. Furthermore, many of our products conform to international safety certifications, including UL/CSA, CE, GS, ROHS, WEEE, and our products and processes are continually endeavoring to be internationally compliant. The Company has a complaint line and e-mail address for handling complaints or disputes to protect consumer rights.</li> <li>4. A "Supplier/Subcontractor Management Procedure" is in place for all suppliers to sign a Supplier Responsibility Commitment prior to collaboration, pledging to comply with relevant national and local labor regulations and social standards.</li> </ol> | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |

**Dyaco International Inc.**  
Status of sustainable development

| Evaluation Item   | Implementation status |    |  | Discrepancy with industry standards in sustainable development practices and reasons for listed companies |
|---|-----------------------|----|--|---|
|   | Yes                   | No | Summary  |   |
| (6). Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation? | V                     |    | <ol style="list-style-type: none"> <li>1. Evaluation is conducted by the Purchasing Department at least once a year according to "Supplier Social Responsibility Examination Form" on 5 topics of labor, health and safety, environment, ethics, and management, and a total of 60 assessment items, requesting suppliers to collaborate, improve and pledge to comply with labor regulations and social standards. Suppliers that do not meet the Company's environmental, occupational safety and social responsibility management requirements will have their contracts terminated or be removed from the supplier list.</li> <li>2. The Company's main export markets include the European Union (EU) countries, so, in accordance with the Hazardous Substances Standard, we ensure the materials comply with the EU restriction of the use of substance directive, which requests suppliers to provide materials in compliance with RoHS, REACH, and PAHs, as well as certified test reports or self-declaration to make sure no harm to humans and reduced risk to the environment.</li> <li>3. The Company launches an investigation into conflict minerals of electronic materials, ensures materials do not contain metals such as tantalum, tin, tungsten and gold mined from the eastern Congo and its neighboring countries, and continuously monitors supply chain commitment to social and environment. Purchase Department actively reviews the website for updates and investigates suppliers every quarter.</li> <li>4. Implementation in 2022 is as follows:               <ol style="list-style-type: none"> <li>(1) As of 2022, a total of 250 suppliers, 66.67% of raw materials suppliers (Class F), signed a restriction of hazardous substances agreement with the Company. None was suspended for cooperation due to non-compliance with standards.</li> <li>(2) 6 suppliers had been investigated in 2022 for electronic materials that did not contain conflict minerals such as tantalum, tin, tungsten and gold mined from the eastern Congo and its neighboring countries.</li> <li>(3) 257 suppliers had been investigated in 2022 for supplier environment, occupational safety and social responsibility management.</li> </ol> </li> </ol> | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |

**Dyaco International Inc.**  
Status of sustainable development

| Evaluation Item  | Implementation status   |    |   | Discrepancy with industry standards in sustainable development practices and reasons for listed companies |
|--|---|----|---|---|
|  | Yes   | No | Summary   |   |
| 5. Does the Company adopt internationally widely recognized standards or guidelines when producing sustainability reports and reports disclosing the Company's nonfinancial information? Do the reports above obtain assurance from a third party verification unit?   | V   |    | The Company voluntarily prepared 2021 CSR reports in accordance with the GRI Guidelines (Core Compliance) and acquired SGS AA1000 Type 1 Moderate level assurance. The mentioned reports were uploaded to the Market Observation Post System on September 28, 2022. | Compliance with "Sustainable development Best Practice Principles for TWSE/TPEX Listed Companies"         |
| 6. If the Company has established sustainable development principles based on Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the principles and their implementation: :<br>The Company has formulated the "Sustainable Development Best Practice Principles" to fulfill its corporate social responsibility. |   |    |   |   |
| 7. Other important information to facilitate better understanding of the implementation of Sustainable Development:<br>2022 CSR results:   |   |    |   |   |
| Community involvement, social contribution, social services and social benefits  | <ul style="list-style-type: none"> <li>• Sponsored Hualien Early Intervention treadmill, worth NT\$190,000.</li> <li>• Sponsored Dao Xiang Primary School, Hualien County treadmill, worth NT\$190,000.</li> <li>• Donated NT\$1,000,000 to Taichung Police Friend.</li> <li>• Donated NT\$1,000,000 to Taiwan Fire Development and Cooperation Association.</li> <li>• Sponsored Chinese Taipei Athletics Association treadmill, worth NT\$1,172,388.</li> <li>• Donated NT\$400,000 to NCCU marathon</li> <li>• Donated NT\$200,000 to TLPGA 2022 JING MAO LADIES</li> <li>• Sponsored AR &amp; Uniigym summer camp award, worth NT\$600,000.</li> <li>• Sponsored Chinese Culture University spinning bike, worth NT\$799,980.</li> <li>• Donated NT\$420,000 to Taiwan Rett Syndrome Association for individual subsidy project.</li> <li>• Sponsored Maria Social Welfare Foundation for disabilities treatment project, worth NT\$66,0000.</li> <li>• Donated NT\$100,000 to Maria Social Welfare Foundation for disabilities treatment project.</li> <li>• Donated NT\$200,000 to Eden Social Welfare Foundation for underprivileged children service project.</li> <li>• Donated NT\$277,300 to Dyaco Schoolhouse for reading program and volunteer training.</li> <li>• Donated NT\$700,000 to College of Public Health, National Taiwan University for scholarship.</li> <li>• Donated NT\$200,000 to Suanglien Foundation..</li> <li>• Donated NT\$100,000 to Zenan Homeless Social Welfare Foundation for a total of 2,000 meals.</li> <li>• Donated NT\$99,600 to Zenan Homeless Social Welfare Foundation for a total of 166 Mid-Autumn Festival packages.</li> <li>• Donated NT\$99,600 to Huashan Social Welfare Foundation for a total of 166 meals feeding the poor project.</li> </ul> |    |   |   |