

Eris Technology Corporation

Sustainable Development Best Practice Principles

Chapter 1 General Principles

Article 1 In order to practice corporate social responsibility, promote economic, environmental and social progress, and achieve the goal of sustainable development, the company has formulated this code of practice in accordance with the "Code of Practice for Sustainable Development of TWSE/GTSM listed companies" and related laws and regulations follow.

Article 2 This Code applies to the overall operating activities of Eris Corporation Technology and its group (hereinafter referred to as the "Company"). While engaging in business operations, the company incorporates the goal of sustainable development into its business strategy, with the hope that the company's operating methods will exceed the standards of ethics, laws and public requirements, and actively practice sustainable development in line with international development trends, and through corporate citizenship, Enhance the national economic contribution, improve the quality of life of employees, communities and society, and promote the competitive advantage based on sustainable development.

Article 3 In promoting sustainable development, the company should pay attention to the rights and interests of stakeholders. While pursuing sustainable operation and profitability, it should also pay attention to the factors of environment, society and corporate governance, and incorporate them into the company's management policy and operating activities.

Article 4 The company's practice of sustainable development is based on the following principles:

1. Implement corporate governance.
2. Develop a sustainable environment.
3. Maintain social welfare.
4. Strengthen the disclosure of sustainable development information.

Article 5 The company considers the development trend of domestic and foreign sustainable issues and the relevance of the company's core business, the impact of the company's overall operating activities on stakeholders...etc., to formulate sustainable development policies, systems or related management guidelines and specific promotion plans. After being approved by the board of directors, a report to the shareholders meeting will be submitted.

When shareholders put forward relevant proposals related to sustainable development, the board of directors of the company should consider and consider them as proposals for the shareholders' meeting.

Chapter 2 Exercising Corporate Governance

Article 6 The company should follow the Code of Practice for Governance of TWSE/GTSM listed companies,

the Code of Integrity Management of Listed and OTC Companies, and the Reference Examples of Ethical Code of Conduct formulated by TWSE/GTSM listed companies, and establish an effective governance structure and relevant ethical standards to improve corporate governance.

Article 7 The directors of the company should fulfill the duty of care of a good manager, urge the enterprise to practice sustainable development, and review its implementation effectiveness and continuous improvement at any time to ensure the implementation of the sustainable development policy.

When the company promotes sustainable development, the board of directors of the company should include the following matters:

1. Propose a sustainable development mission or vision, and formulate sustainable development policies, systems or related management guidelines.
2. Incorporate sustainable development into the company's operating activities and development direction, and approve specific promotion plans for sustainable development.
3. Ensure the timeliness and correctness of disclosure of information related to sustainable development.

The economic, environmental and social issues arising from the company's operating activities shall be dealt with by the board of directors authorized by the senior management, and the handling shall be reported to the board of directors.

Article 8 The company should regularly organize education and training to promote sustainable development, including publicizing the items in the second paragraph of the preceding article.

Article 9 In order to improve the management of sustainable development, the company should set up a full-time (part-time) unit to promote sustainable development, responsible for the proposal and implementation of sustainable development policies, systems or related management guidelines and specific promotion plans, and regularly report to the board of directors .

The company should formulate a reasonable salary remuneration policy to ensure that the salary plan can meet the organizational strategic goals.

The company's employee performance appraisal system should be combined with the sustainable development policy, and a clear and effective reward and punishment system should be established.

Article 10 The company should respect the rights and interests of stakeholders, identify the stakeholders of the company, and set up a special area for stakeholders on the company website; through appropriate communication methods, understand the reasonable expectations and needs of stakeholders, and appropriately respond to their concerns important sustainable development issues.

Chapter 3 Fostering a Sustainable Environment

Article 11 The company shall comply with environmental regulations and relevant international standards, properly protect the natural environment, and strive to achieve the goal of environmental sustainability.

Article 12 The Company should strive to improve energy efficiency and use recycled materials with low impact on the environment, so that the earth's resources can be used sustainably.

- Article 13 The company should establish a suitable environmental management system according to the following items:
1. Collect and evaluate sufficient and timely information on the natural environment caused by operating activities.
 2. Establish measurable environmental sustainability goals and regularly review the sustainability and relevance of their development.
 3. Formulate specific plans or action plans and other implementation measures, and regularly review the effectiveness of their operation.
- Article 14 The company should set up a dedicated unit or personnel for environmental management to formulate, promote and maintain relevant environmental management systems and specific action plans, and regularly hold environmental education courses for management and employees.
- Article 15 The company should consider the impact of operations on ecological benefits, promote and publicize the concept of sustainable consumption, and engage in R&D, procurement, production, operations and services in accordance with the following principles, so as to reduce the impact of company operations on the natural environment and human beings :
1. Reduce resource and energy consumption of products and services.
 2. Reduce the discharge of pollutants, toxic substances and wastes, and properly dispose of wastes.
 3. Improve the recyclability and reuse of raw materials or products.
 4. To maximize the sustainable use of renewable resources.
 5. Extend the durability of the product.
 6. Increase the effectiveness of products and services.
- Article 16 In order to improve the use efficiency of water resources, the Company shall properly and sustainably utilize water resources and formulate relevant management measures.
- The company should build and strengthen relevant environmental protection treatment facilities to avoid pollution of water, air and land; and do its best to reduce the adverse impact on human health and the environment, and adopt the best feasible pollution prevention and control technology measures.
- Article 17 The company should adopt the standards or guidelines commonly used at home and abroad to carry out corporate greenhouse gas inventory and disclose it. The scope should include:
1. Direct greenhouse gas emissions: The source of greenhouse gas emissions is owned or controlled by the company.
 2. Indirect greenhouse gas emissions: those generated from the utilization of energy such as imported electricity, heat or steam.
 3. Other indirect emissions: emissions from company activities are not indirect emissions from

energy sources, but come from sources owned or controlled by other companies.

The company should pay attention to the impact of climate change on operating activities, and formulate the company's energy saving and carbon reduction and greenhouse gas reduction strategies according to the operating conditions and the results of the greenhouse gas inventory, and incorporate the acquisition of carbon rights into the company's carbon reduction strategy plan, and based on this to reduce the impact of corporate operations on climate change.

Chapter 4 Preserving Public Welfare

Article 18 The company shall abide by relevant laws and regulations and abide by international human rights conventions, such as gender equality, the right to work and the prohibition of discrimination.

In order to fulfill its responsibility to protect human rights, the company shall formulate relevant management policies and procedures, including:

1. Propose the company's human rights policy or statement.

2. Assess the impact of the company's operational activities and internal management on human rights, and formulate corresponding handling procedures.

3. Regularly review the effectiveness of corporate human rights policies or statements.

4. When human rights violations are involved, the procedures for handling the stakeholders involved shall be disclosed.

The company shall abide by internationally recognized labor rights, such as freedom of association, right to collective bargaining, care for vulnerable groups, prohibition of child labor, elimination of all forms of forced labor, elimination of employment and employment discrimination, etc., and confirm that its human resources use policy is gender- and race-free, social and economic class, age, marital and family status and other differential treatment to implement equality and fairness in employment, employment conditions, remuneration, benefits, training, evaluation and promotion opportunities.

For situations that endanger labor rights, the company shall provide an effective and appropriate grievance mechanism to ensure the equality and transparency of the grievance process. Grievance channels should be concise, convenient and unobstructed, and appropriate responses to employees' grievances should be provided.

Article 19 The company shall provide employees with information to enable them to understand the labor laws and their rights under the country in which they operate.

Article 20 The company should provide employees with a safe and healthy working environment, including providing necessary health and first aid facilities, and is committed to reducing the hazards to employees' safety and health to prevent occupational disasters.

Article 21 The company should regularly implement safety and health education and training for employees.

The company should create a good environment for employees' career development and establish an effective career ability development training program.

Article 22 The company shall establish channels for employees to communicate regularly, so that employees have the right to obtain information and express opinions on the company's business management activities and decisions.

Article 23 The company is responsible for its products and services and values marketing ethics. Its R&D, procurement, production, operation and service processes should ensure the transparency and security of product and service information, formulate and disclose its consumer rights policy, and implement it in operational activities to prevent products or services from harming consumer rights, Health and Safety.

Article 24 The company shall ensure the quality of products and services in accordance with government regulations and industry-related norms.

The company's marketing and labeling of products and services shall comply with relevant regulations and international standards, and shall not deceive, mislead, defraud or any other behavior that undermines consumer trust and damages consumer rights.

Article 25 The company should assess and manage various risks that may cause operational interruptions to reduce the impact on customers and society.

The company should provide transparent and effective customer complaint procedures for its products and services, handle customer complaints in a fair and timely manner, and abide by the Personal Data Protection Law and other relevant regulations, truly respect the privacy of customers, and protect the personal data provided by customers.

Article 26 The company should evaluate the environmental and social impact of the procurement behavior on the supply source community, and cooperate with its suppliers to jointly implement corporate social responsibility.

The company should formulate a supplier management policy, requiring suppliers to follow relevant norms on issues such as environmental protection, occupational safety and health, or labor rights.

Those who violate the social responsibility policy will conduct transactions.

When the company signs a contract with its main suppliers, the content should include compliance with the corporate social responsibility policies of both parties, and if the supplier is involved in violating the policy and has a significant impact on the environment and society of the source community, the contract may be terminated or rescinded at any time terms.

Article 27 The company should evaluate the impact of the company's operations on the community, and appropriately employ human resources where the company operates to enhance community recognition.

Through equity investment, business activities, donations, corporate volunteer services or other public welfare professional services, etc., the company should invest resources into organizations that solve social or environmental problems through business models, or civic organizations participating in community development and community education, and charitable public welfare. Related activities of groups and government agencies to promote community development. The company should evaluate the impact of the company's operations on the community, and appropriately employ human resources where the company operates to enhance community recognition.

Chapter 5 Enhancing Disclosure of Corporate Sustainability information

Article 28 The company shall conduct information disclosure in accordance with relevant laws and regulations and the code of practice for corporate governance of listed companies, and shall fully disclose relevant and reliable information related to sustainable development to enhance information transparency.

Article 29 The company should use internationally recognized standards or guidelines to disclose the promotion of sustainable development when preparing a sustainability report. The content should include:

1. Implement sustainable development policies, systems or related management guidelines and specific promotion plans.
2. Main stakeholders and issues of concern.
3. The company's performance and review in implementing corporate governance, developing a sustainable environment, maintaining social welfare and promoting economic development.
4. The direction and goals for future improvement.

Chapter 6 Supplementary Provisions

Article 30 The company should always pay attention to the development of relevant standards for sustainable development at home and abroad and changes in the corporate environment, so as to review and improve the sustainable development system established by the company to enhance the performance of sustainable development.

If there are any matters not covered in this code, the relevant regulations of the competent authority should be referred to.

Article 31 This Code will be implemented after being approved by the Board of Directors and submitted to the shareholders meeting. The same applies to revisions.

This code was formulated on December 21, 2015.

The first revision was made on May 16, 2022.