

The Social Responsibility and Environment, Safety/ Health Policy

Qisda Corporation formulates this policy based on the the practice and promotion of social responsibility, energy management, environment, safety and health management, and Authorized Economic Operator (AEO) safety and security management. The policy covers all operating sites, employees, all workers, products and services. The goal is to contribute to the environmental protection, improve labor rights, and insure the safety and security of workplace and quality of life. The ESG Committee, which is comprised of the top managers, is responsible for promoting relevant operational matters and providing training to enable all employees to understand their roles and responsibilities to reduce potential impacts on the environment. By workshops and training, Qisda improves the environment impact awareness of suppliers, service providers, contractors, distribution and logistics providers, group companies, value chain partners, joint ventures and other external stakeholders. By following Qisda's relevant policies, achieve Qisda's commitment of social responsibility, environmental protection, energy, and workplace safety and health. Because of market demand and organizational development, the company needs to conduct business mergers and acquisitions or business cooperation. Meanwhile, Qisda objectively conducts due diligence and take policy compliance as a reference.

Qisda Corporation executes the SR & ESH Policy through upholding the following principles:

1. Operate with integrity and stringently abide by the ethical code of conduct.
2. Comply with local laws and regulations, international standards and customer requirements, and follow social responsibility and the environment, safety and health standards.
3. Dedicated to pollution prevention, waste reduction, energy efficiency improvement, and reduction of greenhouse gas emissions.
4. Establish quantitative targets and action plans of ESH and continuously improve health and safety management

performance to reduce the safety and health risks of workplace.

5. Establish the continuously environmental improvement goal and energy management performance to achieve the environmental sustainability.
 6. Value the consultation and participation of employees, protect labor rights and interests, and provide a healthy and safe workplace.
 7. Enhance product eco-design to reduce product life cycle impacts.
 8. Lead group companies in achieving corporate sustainability.
- The board of directors is the highest supervisory unit of this policy.

Chairman of the Board
Peter Chen



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