

Sustainable Development Committee Charter

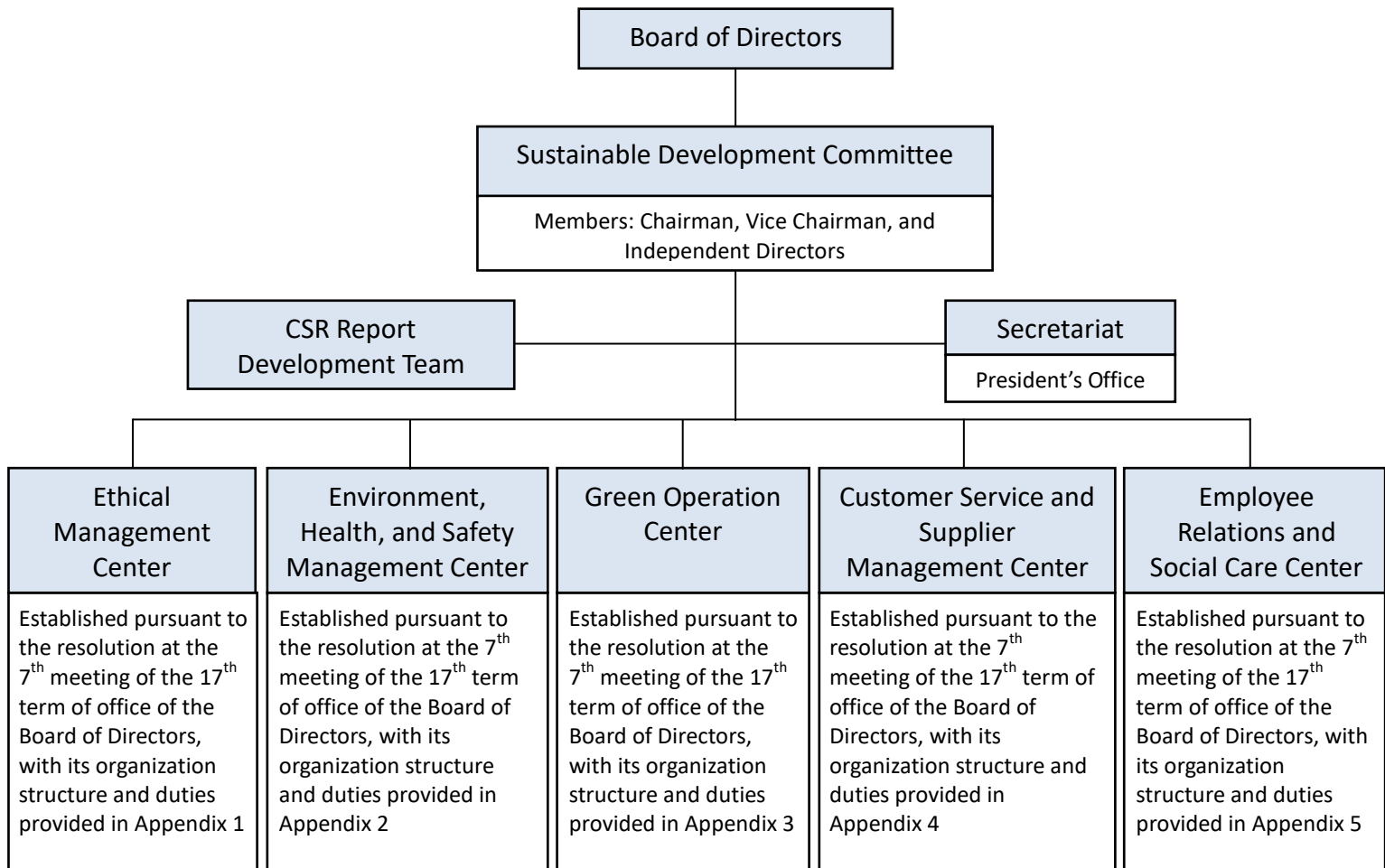
Amended and approved by the Board of Directors on February 27, 2020

Article 1 Purpose of Establishment

The Sustainable Development Committee (hereafter referred to as the Committee) is established to carry through sustainable corporate development, further improve corporate governance, strengthen ethical management by the Board of Directors, and better fulfill corporate social responsibilities (CSR).

Article 2 Organization Structure

The Committee subordinate to the Board of Directors has 5 promotion centers and 2 task teams: The Ethical Management Center, Environment, Health, and Safety Management Center, Green Operation Center, Customer Service and Supplier Management Center, and Employee Relations and Social Care Center, as well as the Secretariat and CSR Report Development Team.



Article 3 Membership and Tenure

The Committee consists of 4 to 7 members. At least half of the members shall be independent directors and the Committee convener shall be elected among the members themselves.

The tenure of the directors on the Committee shall be the same as that of other Directors of the Board unless otherwise prescribed by law or the Company's bylaws. In the event that the members on the Committee are fewer than 5, the vacancy shall be made up when the next board meeting is convened.

Article 4 Committee Member Obligations

The members on the Committee shall exercise the due care of good administrators to faithfully fulfill their obligations as prescribed in the Charter.

Article 5 Committee Member Duties

The duties of the members on the Committee include establishment or change of the promotion centers under the Committee, review and approval of their annual plans, supervision of and follow-up on their implementation results, and amendment of the Charter.

Article 6 Supervision and Management

The promotion centers under the Committee shall submit their annual plans and provide their implementation statuses to the Secretariat of the Committee.

The promotion centers under the Committee shall convene quarterly meetings on their latest progresses and future directions to provide the meeting minutes and relevant information to the Secretariat of the Committee in 20 days after the end of every quarter as agendas for the Committee.

The President's Office shall be the Secretariat of the Committee.

The Secretariat of the Committee shall be responsible for the following:

1. Agendas, meeting minuting, follow-up on resolutions, and meeting attendance
2. Compilation of individual promotion centers' meeting minutes and implementation results as agendas for the Committee
3. Assistance to individual promotion centers in coordination and integration of their operations
4. Assistance to the Committee in performance of duties

The CSR Report Development Team under the Committee shall be responsible CSR report structuring and compilation, and related divisions of the headquarters and individual promotion centers shall provide relevant information to the CSR Report Development Team.

Article 7 Convention of Meetings

The Committee shall convene at least twice per annum and may convene anytime when needed.

In calling a meeting of the Committee, a notice of the reasons for convening the meeting shall be given to each member on the Committee and the convener shall preside over the meeting convened.

If the convener requests leave of absence or cannot preside over the meeting, the convener shall designate another member on the Committee as a proxy to preside over the meeting. If no proxy is designated by the convener, the other members on the Committee may elect a proxy among themselves to preside over the meeting.

The Committee may invite Directors of the Board, managerial officers of relevant departments, and external consultants to attend the meeting as nonvoting participants and provide relevant necessary information.

The Committee's resolutions shall be processed by responsible departments pursuant to organizational division of labor and clear division of authority and responsibility.

Article 8 Attendance and Resolution

When the Committee is convened, attendee sign-in shall be prepared for attendance verification.

The members on the Committee shall attend committee meetings and shall designate proxies to attend such meetings in their absence.

Any resolution made by the Committee -- unless otherwise prescribed by law or the Company's bylaws -- shall be consented by more than half of the members on the Committee present and the members present shall be more than half of all the members on the Committee. Any resolution passed shall be reported immediately onsite and recorded in writing.

During voting, if the Committee chair solicits and receives no dissent to a motion, the motion is deemed passed, with equivalent force as a resolution by vote.

A proxy may accept a proxy from one person only.

Article 9 Meeting Minutes

Discussions at a meeting of the Committee shall be minuted and shall faithfully record the following:

1. Session, time, and place of meeting
 2. Name of the meeting chair
 3. Attendance statuses including the names and number of the members present, excused, and absent
 4. Names and titles of attendees
 5. Name of the minutes taker
 6. Matters reported at the meeting
 7. Agenda items: the method of resolution and the result for each proposal; a summary of the
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comments made by the members on the Committee, experts, and other attendees; and objections or reservations expressed

8. Extraordinary motions: The name of the mover, the method of resolution and the result for each motion. a summary of the comments made by the members on the Committee, experts, and other attendees, and objections or reservations expressed

9. Other matters required to be recorded: Meeting minutes shall bear the signature or seal of both the meeting chair and the minutes taker and shall be distributed to each member on the Committee within 20 days after the meeting and well preserved as important company records during the existence of the company.

The production and distribution of meeting minutes may be done in electronic form.

Article 10 Periodic Reviews

The Committee shall conduct periodic reviews of the matters related to the Charter and present the results for amendment by the Board of Directors.

Article 11 Applicable Laws and Regulations

Any matters not set forth herein shall be governed by applicable laws and regulations as well as the Company's bylaws.

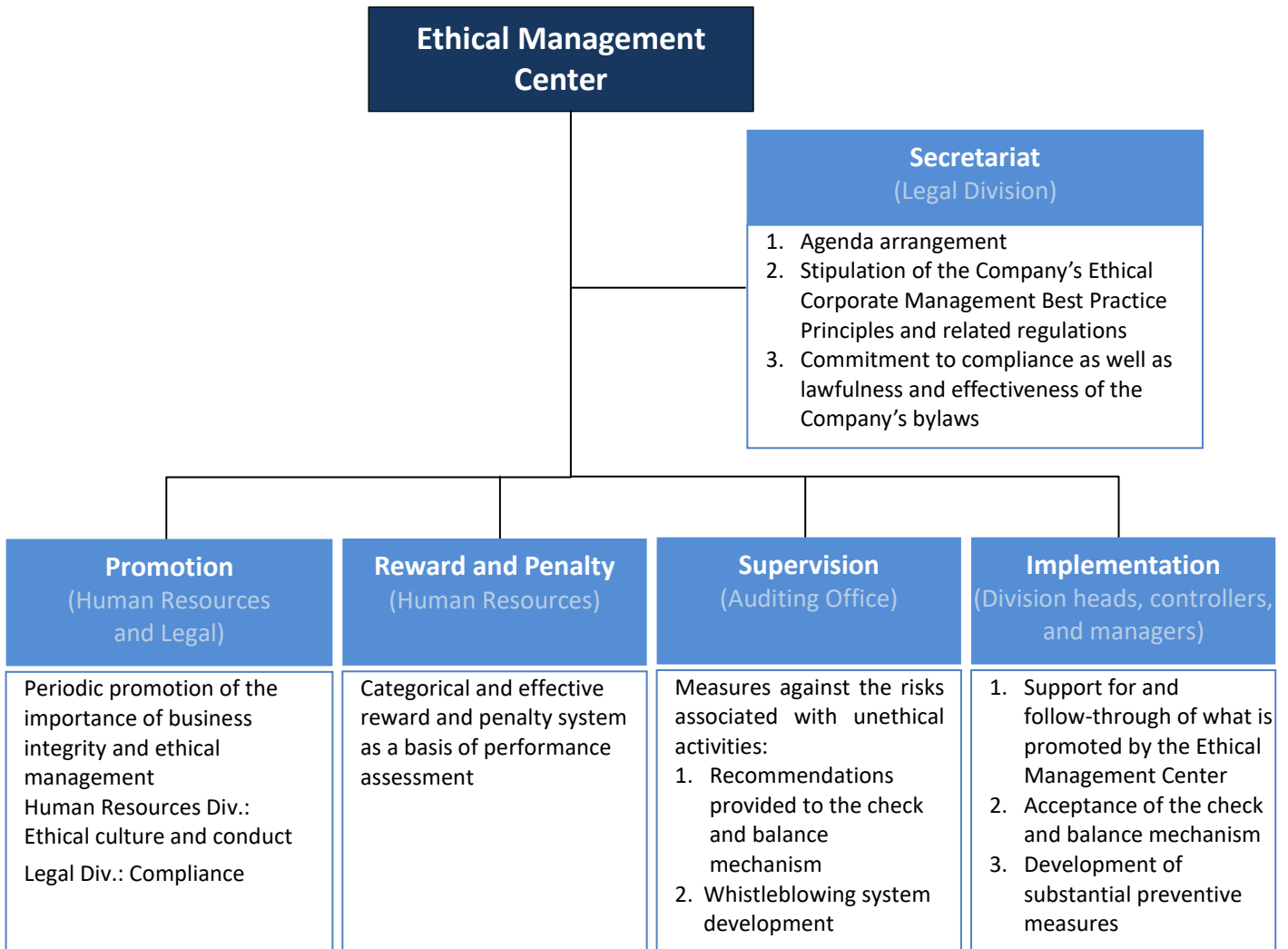
Article 12 Approval Hierarchy

The Charter, and any amendments hereto, shall come into in force after adoption by a resolution of the Board of Directors.

The Charter came into force on November 1, 2019 and was amended on February 27, 2020 and came into force after adoption by a resolution of the Board of Directors.

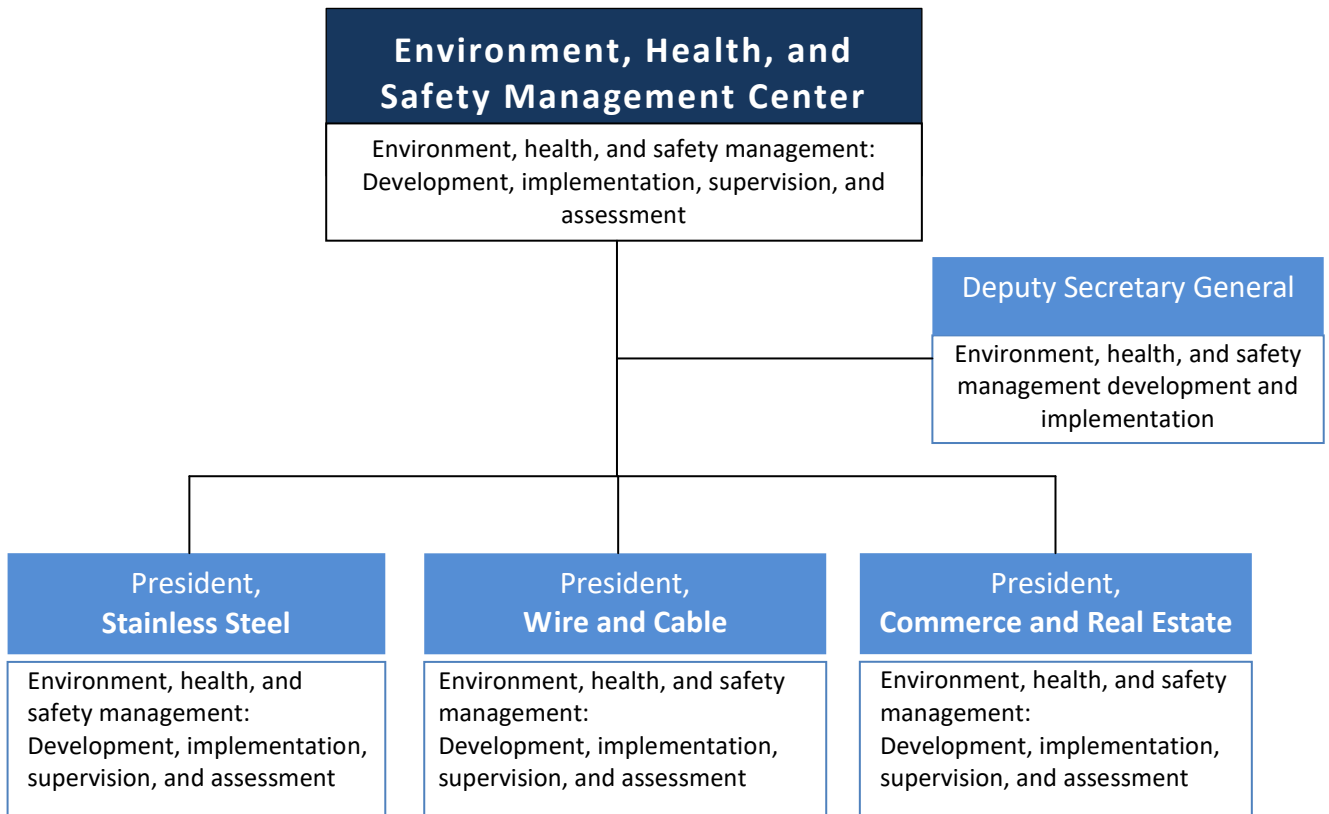
Appendix 1

Organization Structure and Duties of Ethical Management Center



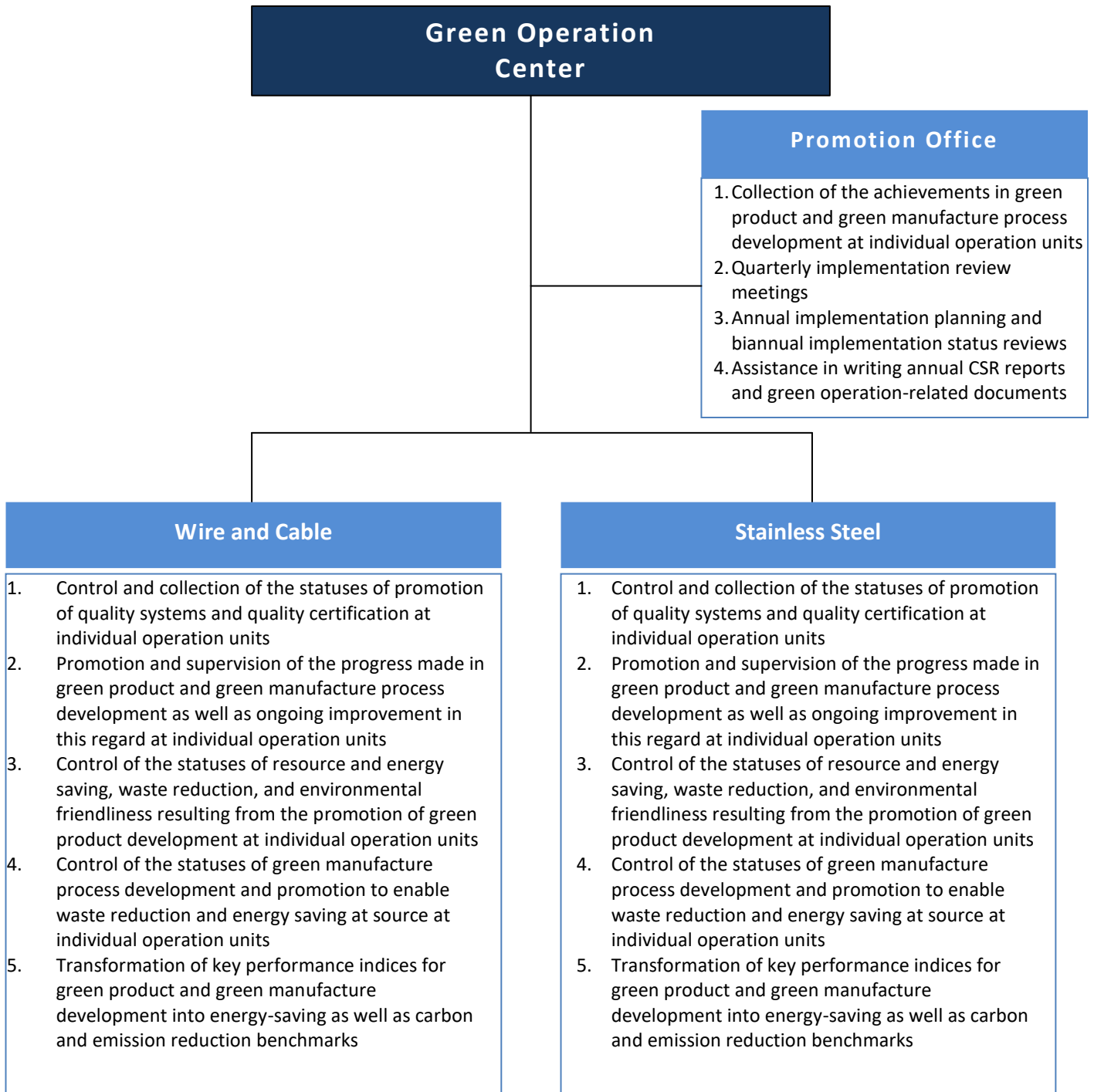
Appendix 2

Organization Structure and Duties of Environment, Health, and Safety Management Center



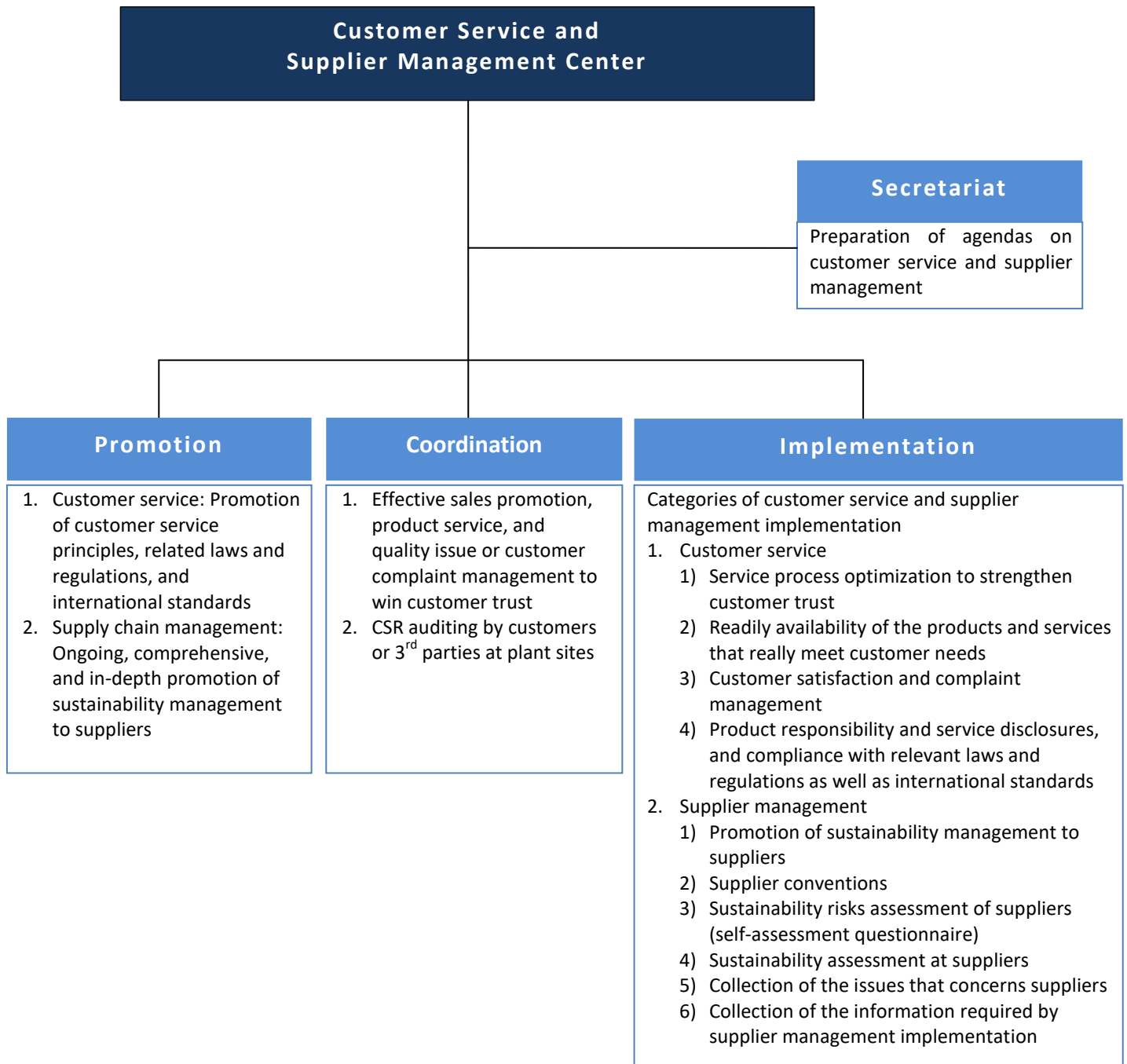
Appendix 3

Organization Structure and Duties of Green Operation Center



Appendix 4

Organization Structure and Duties of Customer Service and Supplier Management Center



Appendix 5

Organization Structure and Duties of Employee Relations and Social Care Center

