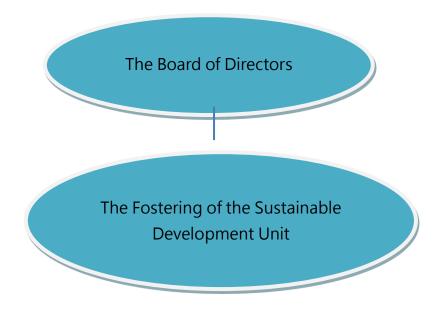
A. The Fostering of the Sustainable Development Governance Structure



The company has assigned the administration department as the dedicated unit to commit the sustainable development and the vice president as the convener in 2021, we will integrate the sustainable development into our business strategy by using a purposeful, systematic and organized approach to a long-term fulfilled Corporate Social Responsibility.

B. Sustainable Development Implementation -- 2024

			Implementation Status	Deviations from
Evaluation Item	Yes	No	Abstract Illustration	"the Corporate Governance Best- Practice Principles for TWSE/TPEx Listed Companies" and Reasons
 Does the company establish exclusively (or concurrently) dedicated first-line managers authorized by the board to be in charge of proposing the corporate social responsibility policies and reporting to the board? 	V		 The sustainable development has been integrated into our business strategy purposefully, systematically and organized approach to fulfill the CSR, hence the "Sustainability Development Unit" was set up in 2021 and approved by the Board on Jan 18. 2022 as the highest level for decision-making and assigned the vice president Lee Chih-chin as the convener, bringing together the senior managers from different fields to view the core operational competence which lays out the medium-term and long-term sustainable development plans. We are mainly responsible for the following matters: (1) Integrate the Company's resources and assist in integrating integrity and ethical values into the Company's business strategy, and formulate preventive measures in accordance with laws and regulations to ensure ethical business practices. (2) Identify sustainability issues that are relevant to the Company's operations and stakeholders' concerns, and develop strategies and approaches to address them. (3) Prepare budgets, plan and implement annual programs related to sustainability for each organization, and track the effectiveness of implementation to ensure that the sustainability strategy is fully implemented in the company's daily operations. (4) Promoting and coordinating integrity policy training. (5) Planning the reporting system to ensure the effectiveness of implementation. (6) Assisting the board of directors and management in checking and evaluating the effective operation of the precautionary measures established for the implementation of integrity management, and periodically evaluating compliance with the relevant business processes and preparing reports. On 113.11.13, the Board of Directors was informed of the results of the implementation of sustainable development in 2024 and the future work plan. 	No material
2. Does the company assess ESG risks associated with its operations based on the principle of materiality,	v		1. In Nov 2021, the board of directors approved the establishment of the "Risk Management Policies and Procedures" as the Company's overarching guiding principle for risk management. The	

			-		Implementation S	Status	Deviations from					
Evaluation Item	Yes	No		Abstract Illustration								
and establish related risk management policies or			Company would	ompany would evaluate risks on an annual basis and formulate and implement risk management								
strategies? (Note 2)			policies covering	mechanisms	such as managem	nent objectives, organizational structure, division of	difference.					
			authority and resp	oonsibility an	d risk managemer	nt procedures to effectively identify, measure and						
						contain the risks arising from business activities						
			-	-		tification and Mitigation Measures report has been						
		 submitted to the Board of Directors on November ,2024. 2. The Company undertakes to integrate and manage all potential strategic, operational, financial and hazard risks that may affect its operations and profitability in a proactive and cost-effective manner, to 										
				-		and the severity of their impact on the Company's						
			-			risk, and to adopt corresponding risk management						
			strategies accordi	-	-	Tisk, and to adopt corresponding risk management						
			-	-		s "strategic risk," "operational risk," "financial risk,"						
			"hazard risk" and	"other risks."	,,							
			The Company's ris	k identificatio	on and mitigation	measures for 2024 are as follows:						
			Major Issue	Risk	Relevant Issue	Risk Mitigation Measures						
	Climate Change Change C											
			Environment	Hazard	Energy Crisis	 accounting. To take climate risk into consideration for new factory selection and incorporate the raised foundations, cisterns and own power generation, to avoid disruptions to production due to climate hazards. 						

		I			Implementation S	Status	Deviations from					
Evaluation Item	Yes	No		Abstract Illustration								
					Waste	 To provide emergency power supply at sites for temporary power interruptions. To improve yield rate to reduce the waste. To improve the recycling and recycled by the certificated operator with a waste clearance and 	-					
			Society	Operation	Employee	 disposal permit. To manage and maintain the talent periodically. Mapping out and carrying out employee training and development programs. Designing competitive compensation and employee benefit plans. 						
				Other	Pandemic	 Setting up a task force in each factory to draw up an pandemic prevention plan. Remote offices using information tools. 	-					
			Corporate Governance	Strategy	Changes in industry markets/com petitors Policies and regulations	 Accelerating the deployment of production lines in Southeast Asia and continuing to automate production lines to reduce manpower demand. Continuing to upgrade technology and production processes both domestically and internationally. Always pay attention to the industry boom. Continuously watching and keeping abreast of changes in laws and regulations in the countries where the Company's production sites are located to avoid operational risks arising from such changes. In accordance with the regulations and to stipulate related measures. 						

		1		Implementation S	Status	Deviations from
Evaluation Item	Yes	No		"the Corporate Governance Best- Practice Principles for TWSE/TPEx Listed Companies" and Reasons		
				Customers	• Promoting projects in line with customers' energy saving and carbon reduction targets to meet their expectations.	
				Supply chain	 Including risk-taking capability in the selection of suppliers and strengthening supplier management. Encouraging strategic suppliers to promote energy saving and carbon reduction initiatives as part of their corporate social responsibility. 	
			Operation	Production/ manufacturin g/R&D	 Developing documentary guidelines for various process items and strictly carrying out SOPs. Boosting the energy efficiency of equipment; working with equipment suppliers regarding high energy-consuming machines and equipment to research and develop, introduce energy-saving models and carry out procurement control in order to effectively improve energy efficiency. Phasing out existing high energy-consuming 	
					 machines according to their age or retrofitting them according to the results of effectiveness analysis. Continuously strengthening the management 	
				Information security	of computer equipment, network security, virus protection and system access control.Enhancing cybersecurity promotion and education training.	
				Intellectual	• Signing Non-Disclosure Agreements (NDAs) for	

		-	-		Implementation S	Status	Deviations from			
Evaluation Item	Yes	No		"the Corporate Governance Best- Practice Principles for TWSE/TPEx Listed Companies" and Reasons						
					property	the development of production technology to reinforce product patenting.				
				Finances	Interest rates, exchange rates, taxes, strategic investments	 Regularly assessing market funding conditions and bank interest rates. Avoiding systemic and liquidity risks in financial markets by adopting a high degree of liquidity as the basis for capital allocation. Keeping abreast of tax changes in different countries and proposing timely responses. 				
 3. Environmental issues 1) Does the company establish proper environmental management systems based on the characteristics of its industry? 	v		disposal perm 2. The Company	 1) 1. The Company's waste is collected and recycled by an operator with a waste clearance and disposal permit. 2. The Company has obtained ISO14001 certification, the validity period and the scope of coverage for which are available on its website <u>https://www.cosmo-</u> 						
2) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	v		2) The Company st In addition, the p environmental fa	rives to push production act actors such as	for digitization ar ivities in Taiwan dust, sewage, wa	nd to reduce the amount of paper used for documents affect the environment by generating harmful aste, toxicity and noise, which are all tested in are reported to the computent authorities, but we	2) No material difference.			
3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	v v		 continue to mininal 3) The measures tail and in the future 1. Incorporating cliin of the raised foun to climate hazard 2. Providing diesel 	 accordance with the regulations and the results are reported to the competent authorities, but we continue to minimize the environmental impact produced by domestic and business activities. b) The measures taken to address the potential risks of climate change assessed to the Company now and in the future are as follows: c) Incorporating climate risk into the location and construction of the new plant, including the design of the raised foundations, cisterns and own power generation, to avoid disruptions to production due to climate hazards. c) Providing diesel power supply units at sites prone to power shortages to cater for temporary power 						
4) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on	v		risk mitigation an	d adaptation i 's GHG (CO2	recommendations	e risk warning information, as well as climate change s. he last two years, the water consumption and total	4) No material difference.			

				Implementa	tion Sta	tus					Deviations from		
Evaluation Item	Yes	No		Abstract Illustration									
energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?	 (gasoline consumption by company car), Fugitivily fire extinguisher) which will be included in the 1.2 The indirect emissions (scope 2): 97.7% of total er 1.3 The waste: mainly from production waste (non-h) waste and daily general waste produced by the st scrapes are disposed in comply with the require 1.4 Scope of information: Only Cosmo Electronics Cor 1.5 Emissions accounting coverage: Yilan Longde factory 2 (16, Ziqiang Road, Da Hsin Vil No 18, Dexing 6th Road) 							 bany car), Fugitive Dust Air Pollution (coolant, septic tank and included in the emissions accounting in 2024.; b7.7% of total emissions.; mainly from purchased electricity. b0 on waste (non-hazardous), scraps (non-hazardous), packing oduced by the staff, the manufacturing process waste and with the requirements by the local governments. b1 Electronics Corp. b2 Coad, Da Hsin Village, Dongshan Township, Yilan County, and bu Rd., Dongshan Township, Yilan County) and the dormitory. b1 Rd., Chung-Ho, New Taipei City 235, Taiwan R.O.C. 					
			Category	November 30, 2024	%	2023	%	2022	%	2021			
			Direct Emissions (Scope 1) (GHG emissions Unit: tonnes CO2e/year)	52.341	2.41	56.434	4.71			1	1		
			Indirect Emissions (Scope 2) (GHG emissions Unit: tonnes CO2e/year)	2,115.624	97.59	1,958.14	95.29	2,861.46	100	2,916.50			
			Water Consumption	9,816 m3		9,960 m ³		10,774 m ³		10,435 m ³			
			Total weight of waste – non-hazardous	37,830 KG		35,420 KG		57,970 KG		47,230 KG			
			Total weight of waste - hazardous	0		0		0		0]		
			2. In order to continue to mee annual reduction targets for starting from 2024:										

				Ir	nplementation	Status			Deviations from
									"the Corporate
									Governance Best-
Evaluation Item									Practice Principles
	Yes	No			Abstrac	et Illustration			for TWSE/TPEx
									Listed Companies"
									and Reasons
			year's emissions	s. on: Reduce annua nual waste emiss	al water consu sions by 3% fro	mption by 3% om the previou	from the pro us year's emi		
			Category	November 30, 2024	2023	2-phase variance	2-phase variance %	Difference in reduction target	
			GHG emissions Unit: tonnes CO2e/year	2,167.965	2,014.574	(153.391)	(7.61%)	The decrease in production volume in2024 resulted in a decrease in electricity consumption at the plant.	
			Water Consumption	9,816 m3	9,960 m3	(144)	(1.45%)	Although the production volume decreased in 2024, the water consumption in the plant was for domestic use and pat for the	
			Total weight of waste – non- hazardous	37,830KG	35,420KG	2,410	6.8%	The decrease in production volume in 2024 also resulted in a decrease in process waste.	
			Category	2023	2022	2-phase variance	2-phase variance %	Difference in reduction target	
			GHG emissions Unit: tonnes CO2e/year	2,014.574	2,861.46	(846.886)	(29.6%)	Direct emissions began to be included in the inventory in 2022, but the decrease in production in 2023 resulted in	

		Γ	Γ	Ι	mplementation	n Status			Deviations from			
Evaluation Item	Yes	No		Abstract Illustration								
									Listed Companies"			
			Water Consumption	9,960 m3	10,774 m3	(814)	(7.56%)	a decrease in electricity consumption at the plant. • Although the production volume decreased in 2023, the water consumption in the plant was for domestic use and not for the manufacturing process, so there was no significant difference in water consumption between the two periods.	and Reasons			
			Total weight of waste – non- hazardous	35,420KG	57,970 KG	(22,550)	(38.9%)	There was no significant difference in water consumption between the two phases. The decrease in production volume in 2023 also resulted in a decrease in the amount of waste material used in the manufacturing process.				
			 management are (1) The Company to operate, savin (2) Switching to e (3) Lights are turn is off. (4) The room air e (5) To achieve the 	e as follows: has introduced ng time and sign electronic signat ned off when lea conditioning ten e energy saving a	an electronic of ifficantly reduction ures for regulation wing and chection operature is set and carbon reco	document syste cing paper con ir processes sa ked again at th t at 26 °C. luction targets.	em for a pap sumption. ves time and ne end of the , high efficie	tion and water conservation erless office, making it easy cuts paper consumption. day to ensure that the power ncy facilities such as LED ucts will be used.				
4. Social issues1) Does the company formulate appropriate management policies and procedures according to	v		1) Cosmo Electro	nics Corp. is cor	mmitted to the	Responsible I	Business Alli	ance (RBA), and to fulfill its and respects the principles	s 1) No material difference.			

				Implementation Status	Deviations from
Evaluation Item	Yes	No		"the Corporate Governance Best- Practice Principles for TWSE/TPEx Listed Companies" and Reasons	
relevant regulations and the International Bill of Human Rights?			and Human Rights, the UN will not commit any huma employees with fairness an Company and each of its c	ersal Declaration of Human Rights, the UN Guiding Principles on Business N Global Compact and the UN International Labor Organization, and it n rights violations or infringements and clearly states that it will treat all nd equity. Cosmo Electronics Corp.'s human rights policy applies to the operating locations, and complies with labor and gender equality in alations where it operates, and it has formulated and enforces human rights es. Management	
			Diversity and inclusion (D&I) and Equity	 To provide employees with a gender equality, diverse work place, upholding the openness, fairness and no discrimination is allowed on the basis of age, sex, physical and mental disabilities, race, religion, political stance or pregnancy. To eliminate any form of forced labor, employment discrimination, sexual harassment and disrespect of privacy to create an equal opportunity, respectful, safe, equitable and free of discrimination and harassment work environment. To fulfill internal control in recruitment process, the hiring posts will comply with the discrimination rules, prior to an interview, the interviewer is well informed that any non-job-related personal information shall be avoided. 	
			Against child labor Meet the minimum wage	 1.In conformity with the local laws on minimum age requirements and the company's internal control rules, the interviewee is required to present identity document to prevent from child laboring. 2.The Company did not hire children as labor in 2024 To provide more than required minimum wage and employee welfare 	
			Reasonable working hours	The Internal control of the performance appraisal and employee welfare in accordance with the local government requirements. The Internal control of the performance appraisal and employee management stipulate the attendance and work overtime. No mandatory overtime is allowed without employees' consent and will provide overtime pay or compensatory leave. The working hours meet the local government requirements and will care and manage employees' attendance regularly.	

			Implementation Status	Deviations from
Evaluation Item	Yes	No	Abstract Illustration	"the Corporate Governance Best- Practice Principles for TWSE/TPEx Listed Companies" and Reasons
 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		Safety in the work place 1. A well-implemented safety and hygiene measures to create a heathy, safe and caring work environment for the employees, therefore they can benefit from this spiritually and mentally. The daptation of a zero tolerance approach for occupational accident in the factory. 2. The Prevention and Management of Unlawful Infringement in the Performance of Duties put in place to ensure the work place is safe. 3. Training for the occupational safety includes : fire safety, first aid personnel training, CPR and AED, personnel assignment in charge of occupational safety and health. 4. A well-planned anti-sexual harassment prevention and appropriate disciplinary measures have been mapped out, an email _ HR.COSMO@cosmo-inc.com is dedicated to file a complaint in order to protect the employee's right and ensure a safe work environment. 5. In accordance with the Fire Services Law and its implementing regulations, the Company has a fire protection plan and conducts monthly inspections of fire prevention and evacuation facilities, fire safety equipment (e.g., fire extinguishers, indoor hydrants, etc.), and daily inspections of power supplies according to the plan. Fire prevention and escape drills are held every six months. Before the end of May each year, we appoint a qualified professional fire inspection company to report to the competent authority for fire equipment inspection. 6. The office has an access control, guests or vendors must be confirmed by the inviting unit or the interviewed unit before proceeding to the office. 7. The orbice a diverse communication channel, a regular labormanagement consultation 8. The office a diverse communication channel, a regular labormanagement meeting is scheduled to cover company po	2) No material difference.

		-	Implementation Status	Deviations from
				"the Corporate
				Governance Best-
Evaluation Item				Practice Principles
	Yes	No	Abstract Illustration	for TWSE/TPEx
				Listed Companies"
				and Reasons
			irregular activities which aims to enhance the interaction and a	
3) Does the company provide a healthy and safe	v		healthy body & mind between employees.	3) No material
working environment and organize training on	v		2) 1. The Company has devised and implemented reasonable staff welfare measures, details of which	difference.
health and safety for its employees on a regular			are set out in this Annual Report V. Description of Labor Relations, which are also available on the	
basis?			Company's website and the MOPS for public inquiry.	
			2. The Company has laid down the "Year-end bonus / Guidelines for Operating Performance Bonus"	
			as the basis for the operating achievements of each business unit, and then adjusts the	
			compensation of employees properly according to the following conditions:	
			(1) Industry salary levels: Salaries are adjusted annually by reference to industry salary surveys and in line with industry salary levels and economic trends.	
			(2) Performance criteria: Salaries are adjusted according to the operational performance of the Company	,
			and the performance of individuals, and operational results are duly reflected in the compensation	
			of employees.	
			(3) Promotion criteria: When a staff member is recognized for promotion, the salary will be increased	
			immediately to encourage excellence.	
			3) (1) We hold regular safety training sessions on the use of equipment, workshops, and fire drills for all staff every year.	
			(2) All new recruits are trained in labor safety courses on arrival.	
			(3) Annual testing of organic solvents, exhaust, drainage, heavy metals, etc. by a professional	
			institution is commissioned and control or protective measures are taken immediately when the levels are in excess of what is required by law.	
			(4) As stipulated in the labor safety and health regulations, a labor safety committee and a labor safety	
			and health specialist are in place to regularly monitor and carry out safety inspections in the	
			workplace and improve their duties, and to regularly send staff to vocational training institutions	
4) Does the company provide its employees with	V		for training as provided for in the regulations.	4) No material
career development and training sessions?			(5) Regular staff health checks are carried out and, in the case of staff working in special	difference.
5) Do the company's products and services comply with relevant laws and international standards in	V		environments, special health checks are conducted to enable them to keep track of their condition.	5) No material
relation to customer health and safety, customer			(6) Specialist tests on the workplace are regularly undertaken by qualified agents and any abnormalities are promptly rectified.	difference.
privacy, and marketing and labeling of products			(7) Through systematic execution and regular audits, the Company ensures that environmental and	
and services, and are relevant consumer protection			safety protection aspects are properly carried out.	
and grievance procedure policies implemented?			The implementation is as follows:	
6) Does the company implement supplier management	V		•	6) No material

				Implementation Status		Deviations from
Evaluation Item	Yes	No		"the Corporate Governance Best- Practice Principles for TWSE/TPEx		
				Listed Companies" and Reasons		
policies, requiring suppliers to observe relevant			Item	2023	As of September 2024	difference.
regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.			Labor safety and health training Fire safety	Total 59 hrs / 2,463 persons	Total 403 hrs / 100 persons	

5. Does the company reference internationally	V	The Company plans to prepare an ESG report in2025.	It will be
accepted reporting standards or guidelines, and			implemented in
prepare reports that disclose non-financial			accordance with
information of the company, such as corporate			the policy
social responsibility reports? Do the reports above			considering the
obtain assurance from a third party verification			operating
unit?			conditions, size
unt:			and system of the
			company.

6. Describe the difference, if any, between actual practice and the corporate social responsibility principles, if the company has implemented such principles based on the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies: Not applicable.

7. Other significant information for explaining the implementation status of sustainable development practices:

The Board of Directors shall be elected pursuant to the candidate nomination system and are nominated by shareholders and the Board of Directors in consultation with appropriate candidates, then the elected candidates will assemble the Board of Directors. The Company advocates the principle of fairness, justness and openness to fulfill the diversity based on the company's business operations, operating model and development needs pursuant to the "Corporation by-laws"," Corporate Governance Best Practice Principles" and "Procedures for Election of Directors".

The re-election of the Board of the Directors held in 2021 with 9 members which 3 independent directors included. The professional knowledge (ex. legal, accounting, industry, financing, marketing or technology), professional skills (ex. operational judgement, accounting and financing analytic ability, management ability, crisis management, industry knowledge, going globally, leadership, decision-making ability) and whether are capable of the related industry experience, those are being considered when selecting the Board of Directors. The establishment of selecting the candidates for the Board of Directors meets with the criterion and related regulations to ensure the suitable candidates can be identified effectively.

The preparation for successor of the managerial level

In favor of the company management and operation, the continuing education is scheduled for the important managerial level to ensure they keep abreast of the lateimportant information, the education information includes hours and relevant records are available on the annual report. The Company will conduct the internal education training annually for the managerial level and encourage staff taking external training to strengthen their capabilities for the talent cultivation. Apart from that, the Company conducts performance appraisal every 6 months via observation and interviews to better understand what areas need to be improved and expectations of the staff, the results will be utilized as the reference for the successor planning.

C. Electronic GHG Accounting and Verification Schedule, 2024 Execution Updates

Category	Subcategory	Estimated Schedule	September 2024 Update
 To formulate the GHG Accounting Execution Team 	1-1. Dedicated (concurrent) unit		Done
	1-2. Responsibilities	Before 2022/12/31	Done
	1-3 Internal verification unit	-	Done
2. To schedule execution plan and timetable	2-1 Operational boundary	2023/1/1~2023/3/31	Done
	2-2 The Sources of GHG Emissions Identification	2023/4/1~2024/12/31	As scheduled
	2-3 Activity Data Collection	2025/1/1~2025/12/31	As scheduled
	2-4 Emissions calculation	2026/1/1~2026/6/30	As scheduled
	2-5 GHG emissions compilation	2026/7/1~2026/10/31	As scheduled
3.Accounting Completion		Before 2026/8/31	As scheduled
 Verification Completion (by a certified verification body) 		Before 2028/8/31	As scheduled