

**精誠資訊股份有限公司暨所屬關係企業
永續發展政策**

**Sustainable Development Policy of
SYSTEMX Corp. and its Affiliated Companies**

精誠資訊為落實企業社會責任，並實踐「科技行善」的永續精神，關注利害關係人之權益，在追求永續經營與獲利之同時，重視環境、社會與公司治理之因素，並將其納入公司管理方針與營運活動，積極實踐永續發展，以符合國際永續趨勢，並透過企業公民擔當，提升國家經濟貢獻，改善員工、社區、社會之生活品質，促進以永續發展為根本之競爭優勢。

Systemx is committed to fulfilling its corporate social responsibility and practicing the spirit of “Tech for Social Good.” We value the rights and interests of stakeholders, and while pursuing sustainable operations and profits, we also prioritize environmental, social, and corporate governance factors, which are incorporated into our management policies and business operations. We actively practice sustainable development to meet international sustainable trends, and through our role as a corporate citizen, we contribute to the national economy, improve the quality of life for employees, communities, and society, and promote sustainable development as a fundamental competitive advantage.

本公司永續發展政策適用於精誠資訊股份有限公司暨所屬關係企業，並用相同標準期許供應商與商業合作夥伴、客戶亦能夠遵守本政策精神與基本原則。本公司執行方針如下：

The Sustainable Development Policy applies to SYSTEMX Corp. and its affiliated companies, and SYSTEMX also imposes the same standards on suppliers, business partners and customers to comply with this policy. The guiding principles are:

落實公司治理與強化資訊揭露

Exercising Corporate Governance and Enhancing Information Disclosure

- ◆ 基於廉潔、透明及負責之經營理念，制定健全的公司治理制度，全體同仁必須清楚了解與遵守從業道德規範，並恪遵所有營運據點所在地的法律規範。

Based on the business principles of integrity, transparency and accountability, a sound corporate governance system must be formulated. All employees must clearly

SYSTEMX 精誠資訊

understand and abide by the Code of Conduct, and adhere to the legal requirements of all operating locations.

- ◆ 落實穩健經營，提升公司價值，維護股東權益。

Implement steady and prudent management, enhance company value, and safeguard shareholders' rights and interests.

- ◆ 營造良好互動管道，依重大性原則強化與公司營運相關之環境、社會及公司治理議題的利害關係人溝通與議合，並依公開透明原則持續強化資訊揭露。

Establish an easy to access communication channel, strengthen the communication and engagement among stakeholders on environmental, social and corporate governance issues related to the company's operations in accordance with the principle of materiality, and continue to enhance information disclosure based on the principles of openness and transparency.

- ◆ 發揮公司核心技術創新能力，致力於研發融入「ESG 永續精神」的企業數位轉型服務，為客戶提供永續轉型所需的永續解決方案。

Leverage the company's core technological innovation capabilities, and commit to innovations of enterprise digital transformation services that incorporate the "SYSTEMX ESG sustainability" to provide sustainable solutions to fulfill customers' sustainable transformation.

- ◆ 以公平合理方式對待客戶，確保產品與服務品質，保障客戶權益。

Ensure qualities of products or services in a fair and reasonable manner and protect the rights and interests of customers

- ◆ 與供應商共同合作致力於落實企業社會責任，要求供應商在環保、職業安全衛生或勞動人權等議題遵循相關規範，且其營運對環境和社會負責並符合商業道德。

Cooperate with suppliers to jointly implement the corporate social responsibility initiatives, and require suppliers to comply with rules on issues such as environmental protection, occupational safety and health or labor rights so as to ensure that their operations are environmentally and socially responsible and ethical.

發展永續環境

Fostering a Sustainable Environment

SYSTEM X 精誠資訊

- ◆ 接軌環境相關國際規範與倡議，積極回應氣候危機議題，結合自身創新研發與系統整合能力，持續提供環境友善的綠色科技解決方案，協助客戶實現永續。
Comply with relevant environmental laws and regulations as well as international standards and initiatives, actively respond to the climate crisis issues, incorporate with the company's own innovative R&D and system integration capabilities, and continuously provide environmentally friendly green technology solutions to assist our clients in achieving sustainability.
- ◆ 承諾淨零排放目標，持續強化氣候變遷治理，提升能資源使用效率並減少營運過程溫室氣體排放，降低環境衝擊。
Committed to achieving the goal of Net Zero emissions, continuously strengthen climate change governance, improve energy and resource utilization efficiency, reducing greenhouse gas emissions during operations, and mitigating environmental impacts.
- ◆ 建立可衡量環境永續目標，定期實施環境相關 ISO 認證，並關注水資源管理、廢棄物管理、使用再生能源等環境管理議題，積極採取節能、省水、減廢等措施，以促進地球資源永續循環。
Establish measurable environmental sustainability goal, regularly implement environment-related ISO certifications, and address environmental management issues such as water resource management, waste management, and renewable energy consumption. Actively adopt energy-saving, water-saving, and waste-reducing measures to promote the sustainable circulation of Earth's resources.

擴大社會參與

Expanding Social Engagement

- ◆ 遵循國際人權公約並遵守相關政策法令規範，履行保障人權之責，確保勞動力多元化、平等對待與共融。
Comply with the International Bill of Human Rights and relevant policies, laws and regulations to fulfill our responsibility of safeguarding human rights, ensuring diversity, equal treatment, and inclusion in the workforce.
- ◆ 提供員工健康、安全與優質工作環境，完善員工職涯發展與培訓規劃，致力於降低對員工安全與健康之危害因子，並確保內部溝通管道暢通。

SYSTEMX 精誠資訊

Provide a healthy, safe, and high-quality workplace as to improve employee career development and training programs. Committed to reducing factors that may pose risks to employee safety and health, and ensuring smooth internal communication channels.

- ◆ 實施合理員工福利措施與公平且平等的績效管理及獎酬制度，定期公平檢視員工績效，依法按時給付個人薪酬。

Implement reasonable employee welfare measures and a fair and equal remuneration and performance management mechanism, regularly and fairly conduct performance evaluation for each employee, and pay individual salaries on time in accordance with the law.

- ◆ 秉持「科技行善」的永續精神，鼓勵員工積極參與社會公益活動，持續擴大社會影響力，與社會共好

Upholding the sustainable spirit of “Tech for Social Good”, employees are encouraged to actively participate in social engagement activities, continuously expanding our social impact and contributing to the greater good of society.

SYSTEMX