

PAN-INTERNATIONAL INDUSTRIAL CORP.

Environmental Policy and Sustainability Commitment

I. Policy Purpose

Pan-International Industrial Corp. (hereinafter referred to as "the Company") recognizes that as a manufacturer of key electronic components and an Electronic Manufacturing Services (EMS) provider, our business operations are intrinsically linked to the global natural environment. We are dedicated to embedding environmental sustainability principles into our core operations, product designs, and global supply chain management to achieve the objectives of "Green Manufacturing, Energy Conservation & Carbon Reduction, and Circular Economy," thereby delivering long-term sustainable value to shareholders, customers, employees, and society.

II. Scope of Application

This policy applies to all operational sites across the Pan-International Group—including the Taiwan Headquarters, as well as global manufacturing bases and operating subsidiaries in Mainland China, Malaysia, the United States, and other regions. Furthermore, we extend the principles of this policy throughout our supply chain and to our business partners, and encourage them to comply with the relevant requirements.

III. Five Core Commitments

"Source Reduction, Clean Production, Compliant Operations, and Global Connection" represent Pan-International's steadfast commitment to driving green transformation.

1. Legal Compliance and International Standards

- Strictly comply with environmental protection laws, regulations, and international conventions across all operating locations.
- Obtain and maintain ISO 14001 Environmental Management Systems and ISO 50001 Energy Management Systems certifications based on operational needs and site characteristics, ensuring the sustained and effective performance of environmental management mechanisms.

2. Climate Action and Low-Carbon Transition

- **GHG Inventory & GHG Management:** Regularly conduct greenhouse gas (GHG) inventories for Scope 1 and Scope 2, and progressively expand to Scope 3 value-chain emission management and supply-chain carbon footprint estimations.
- **Energy Efficiency Enhancement:** Optimize the energy efficiency of equipment and manufacturing process across all facilities to proactively enhance production efficiency while curtailing energy consumption and greenhouse gas emissions.
- **Renewable Energy Adoption:** Evaluate and progressively increase the share of renewable energy usage to accelerate the low-carbon transition and steadily advance toward net-zero emissions.

- **Environmental Target Setting:** Establish environmental targets and quantitative reduction metrics, regularly monitor implementation progress, and drive continuous improvements to elevate overall environmental performance.

3. Green Products and Circular Economy

- **Hazardous Substance Management:** Comply with international environmental directives such as RoHS and REACH; enforce responsible minerals management and supply-chain due diligence; prohibit the use of minerals originating from Conflict-Affected and High-Risk Areas (CAHRAs); and strictly ban or restrict hazardous chemical substances in accordance with product, customer, and regulatory requirements.
- **Eco-design & Resource Circularity:** Actively introduce green design principles—focusing on "recyclability, low toxicity, and energy efficiency"—during the R&D stages of cables and electronic components; optimize production waste sorting and improve resource recycling/reuse rates to minimize environmental impacts.

4. Responsible Supply Chain Management

- Incorporate environmental criteria (e.g., ISO 14001 certification, GHG inventory progress, environmental compliance track records, and other environmental issues) into supplier selection and periodic evaluation frameworks.
- Assist and encourage suppliers to initiate decarbonization actions, joining hands to build a resilient and environmentally responsible electronics supply chain.

5. Employee Engagement and Transparent Disclosure

- Regularly conduct environmental education and energy-saving/carbon-reduction campaigns for all employees foster a strong corporate culture of sustainability.
- Publish annual Sustainability Reports in accordance with GRI Standards and regulatory requirements, publicly disclose environmental performance and decarbonization progress on the corporate website, maintain transparent and honest communication with stakeholders, and consult external stakeholders and incorporate their feedback into environmental policy implementation and continuous improvement.

IV. Implementation and Oversight

This policy comes into effect upon approval by the Sustainability Committee and formal signing by the Chairman. It is spearheaded by the Environmental Protection Taskforce under the Sustainability Committee, with relevant departments executing responsibilities according to their assigned roles. The policy shall undergo annual reviews and rolling revisions to ensure the effective fulfillment of targets and continuous improvement.