

## Sustainability Policy

MEGA P&C Advanced Materials (Shanghai) Co., Ltd. ("MEGA P&C") upholds the belief of "Perpetual Innovation, Never Compromise on Quality," ensuring that sustainable development factors are integrated into the decision-making processes of our business operations. This policy serves as the foundation for MEGA P&C's sustainable development, aiming to create long-term value for our stakeholders.

Our commitment and approach are built upon four core pillars, covering the following eight material topics. We maintain close communication with our stakeholders to explore and seize opportunities for advancing sustainable development.

This policy applies to MEGA P&C and its subsidiaries (collectively referred to as the "Group"). The Group encourages supply chain partners and other service providers to adhere to this policy to achieve sustainable development across the Group's business operations.

### 1. Core Pillars and Commitments

#### Green Environment

- **Energy Management (Low-Carbon Development):**  
We commit to enhancing energy efficiency, optimizing carbon management, and formulating and implementing carbon reduction targets and action plans to proactively address climate change.
- **Waste and Wastewater Management:**  
We implement a waste hierarchy system, prioritizing waste avoidance and promoting recycling and reuse. We also apply effective control measures to prevent and reduce pollution of water resources from production and operations.

#### Corporate Culture

- **Occupational Health & Safety:**  
We prioritize the health and safety of our employees, establish and maintain a robust occupational health and safety management system, strive for the goal of "Zero Accidents," and promote the physical and mental well-being of our employees.
- **Employee Welfare (covering Diversity, Equity & Inclusion):**  
We foster a people-oriented, supportive, and inclusive working environment that promotes diversity, equal opportunities, and inclusion. We also enhance talent cultivation and provide ample support for the career development of our employees.

#### Innovative Products

- **Innovative Products:**  
We support technological innovation and R&D, continuously develop and promote solutions with sustainable advantages to help customers achieve their environmental goals.

## Partners

- **Customers: Solutions and Services:**  
We commit to provide high-quality, high-performance, and environmentally friendly products alongside attentive technical services, collaborating with customers to address sustainability challenges.
- **Community: Social Responsibility Initiatives:**  
We listen to the needs of the community, provide support through community programs, employee volunteer activities, and charitable donations, and actively fulfill our corporate social responsibilities.
- **Suppliers: Sustainable Supply Chain Management:**  
We practice sustainable procurement, communicate the Group's sustainable development requirements to suppliers and contractors, and prioritize partners who are environmentally and socially responsible to build and promote an ethical and sustainable value chain.

## 2. Stakeholder Engagement

- We maintain contact and communication with stakeholders through various channels to understand their expectations and feedback, driving continuous improvement of the Group.
- We collaborate with business partners and external organizations to promote best practices in sustainable development.

## 3. Monitoring and Reporting

- We set, monitor, and review sustainable development-related targets, striving for continuous improvement.
- We annually evaluate and report on sustainable development performance.
- The Strategy and Sustainability Committee, comprising Board members, is responsible for guiding the Group's sustainable development strategy and progress.
- The Sustainability Department shall review this policy periodically to ensure its ongoing effectiveness and relevance.

(In case of any discrepancy between the English and Chinese versions of this policy, the Chinese version shall prevail.)