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I. Introduction

This environment management system was established in accordance with principles of sustainable governance, regulatory compliant operations, and effective management, which are undertaken to reduce the Company's environmental impact. The Company references environmental requirements as set forth by laws, regulations, and stakeholders as well as the requirements of internal control measures, then implements dynamic and circular processes for planning, implementation, auditing, and improvement. The Manual includes the following tasks:

- (I) Identifying major environmental impacts arising from various operational activities.
- (II) Revision of management affairs in alignment with updates to applicable environmental laws and regulations.
- (III) Setting appropriate environmental goals, objectives, and priorities based on the environmental policy and the results of the impact identification process.
- (IV) Establishing frameworks for environmental management and the implementation of environmental management plans to achieve the established objectives and targets.
- (V) Planning, control, monitoring, improvement, auditing, and review, and maintaining the effectiveness of the Environmental Management System.
- (VI) Implementing adjustments when necessary in response to changes in international conditions and national policies.

This Manual must be issued to the relevant units or personnel. All employees shall be provided with training on the rules and requirements of the Environmental Management System.

II. Scope

This manual is applicable to the Company and all business units within HonHai Group.

III. Establishment, Amendment, Promulgation, and Revocation of the Environmental Management Manual

The Manual is compiled by the Corporate Environment Division based on the Environmental Policy of the Company in accordance with actual business operating procedures and related environmental regulations. The Environmental Management Manual is the level 1 document for the Environmental Management System. It is revised by the Corporate Environment Division and reviewed by management before implementation. Where it is necessary to revise the Manual due to an audit, evaluation, management review, change in organization, or other reasons, after the unit that requires the revision files an application, it shall be reviewed and corrected by the Corporate Environment Division.

IV. Environmental Policy

- Benchmark to international standards. Comply with local regulations. Advance environmental

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sustainability goals.

- Adopt low-carbon materials. Promote recycling. Enhance resource efficiency.
- Strengthen environmental management systems. Reinforce implementation. Solidify foundation of environmental protection.
- Optimize energy efficiency. Utilize clean energy. Advance industry pathway toward net-zero.
- Collaborate with diverse partners. Engage stakeholders. Work together to build sustainable ecological community.

V. Planning

Business units establish and maintain the Environmental Management System in order to ensure it meets the requirements of environmental protection regulations and stakeholders' environmental protection requirements. All personnel shall use the System as the basis for implementing environmental management plans.

(I) Environmental aspects and responsible due diligence

1. When business units of the plants engage in operational activities, they must plan and execute environmental planning management procedures. They must either perform their own investigations and evaluations or use the environmental survey reports or investigation and follow-up reports of past accidents compiled by external entities (the competent authority or designated professional institutions) to evaluate the impact on the environment. The evaluation shall include the identification of environmental aspects, significance assessment and updates of the aspects, Environmental Policy, objectives, targets and programs, and other operating procedures.
2. Environmental aspects must be reviewed each year to verify their accuracy.

(II) Regulations and other requirements

1. All business units of the plants must set up the Checklist for Compliance with Environmental Protection Regulations to collect information on local environmental protection regulations and other requirements. They shall register all regulations and other requirements that apply to the operational activities of the business units of the plants and verify that the external documents are the latest versions, and regularly disclose relevant environmental information in accordance with local laws and standards.

(III) Environmental objectives, targets, and management plan

1. The environmental management objectives and targets of all business units of the plants must be consistent with the Company's Environmental Policy.
2. Responsible units and personnel shall be assigned to all environmental objectives and targets for regular follow-up and to implement preventive measures for non-compliance items to ensure that they meet the environmental objectives and targets.

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3. The establishment and maintenance of the Environmental Management Plan must meet the environmental objectives and targets, and comply with the Company's policies. They must specify the methods for attaining the environmental objectives, the schedule for each stage, the person in charge, budget, and audit documents as the basis for audits and improvements.
4. If a new project may change the operational activities of the Company, an environmental impact assessment should be implemented to revise the Environmental Management Plan to ensure the applicability and integrity of the Environmental Management System.

VI. Implementation

The Company shall ensure the effective operations of the Environmental Management System and effective management of the Company's operational activities to meet the regulations and requirements of environmental laws and thereby attain the objectives of the Environmental Policy.

(I) Resources, roles, responsibilities, and authorities

1. Corporate Environment Division:
 - (1) Formulate and revise the Company's Environmental Protection Policy which must be reviewed and approved by the Chairman.
 - (2) Responsible for the drafting, amendment, and distribution of the Environmental Management Manual.
 - (3) Responsible for planning the carbon management, and supervising the implementation of each business unit to ensure the attainment of the Company's objectives.
 - (4) Supervise the implementation of the company's environmental policies, objectives, targets, and climate actions across all plant sites and business units.
2. Regional management offices of the Corporate Environment Division
 - (1) Distribute the Environmental Management Manual to the environmental protection personnel of each plant, and provide training to each business unit in accordance with the contents of the Environmental Management Manual.
 - (2) Conduct environmental audits at each plant and follow up on improvements.
 - (3) Assist each business unit in assessing the environmental impact of their operational activities.
 - (4) Assist all business units of the plants to set up an environmental management unit and a plant environmental management committee.
 - (5) Ensure positive interaction between each business unit and stakeholders.
3. All business units of the plants
 - (1) Implement environmental protection operations in accordance with the Manual, improve environmental management procedures and work instructions, and submit environmental protection information to the regional management offices of the Corporate Environment Division for reference. Conduct environmental audits and follow up on improvements.

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- (2) Conduct environmental protection operations in accordance with local laws and regulations and environmental regulations of the plant. Cooperate with the audits conducted by the regional management offices of the Corporate Environment Division and follow-up corrections.
- (3) If the operational activities are changed, notify the regional management office of the Corporate Environment Division with jurisdiction of the plant to implement the environmental impact assessment for changed operational activities.
- (4) Set up the environmental management committee of the plant and convene meetings each year to oversee, plan, and manage the environmental protection operations of the plant.
- (5) Communicate with customers and regional government entities. Where necessary, it may request assistance from the regional management office of the Corporate Environment Division.
- (6) Collaborate with customers to develop green products and promote their life cycle management in order to reduce negative environmental impacts.
- (7) Strive to improve the efficiency in the use of resources and use of raw and recycled materials with low environmental impacts.

(II) Competence, training, and awareness

1. All business units of the plants shall formulate a list of professional environmental protection functions for each employee based on their work requirements. They shall also confirm that the employees meet the relevant functional requirements before assigning them during employee selection and assignment.
2. When introducing new processes, process changes, internal regulation revisions and external regulation revisions, all business units of the plants shall provide environmental protection training to employees responsible for relevant operations.
3. In addition to the new employee orientation training, the Company shall arrange environmental protection training each year and retain records for reference.
4. To help employees of all levels and external personnel such as suppliers and contractors carry out their duties effectively, the Company must increase their awareness in the following matters for environmental management:
 - (1) The importance of meeting the requirements of the Environmental Policy and procedures and the Environmental Management System.
 - (2) Understand the actual or potential environmental impact on personal work performance and the benefits of improving environmental performance.
 - (3) In addition to following the Company's work requirements and rules, all employees must understand their roles and responsibilities, prepare for and respond to anomalies and emergencies.

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(4) Results that may be caused by deviations from standard operations. (III) Communication - Units shall use internal memorandums, e-mail, distribution of documents, and meetings as communication channels. - Responsible units shall communicate the resolve of the Company to external stakeholders and obtain friendly responses through activities, promotional materials, official letters, and environmental protection actions. - The Company shall communicate with and audit contractors and suppliers to ensure that contractors and suppliers are aware of the requirements in relevant environmental management and regulations, and ensure their compliance. - All business units of the plants shall create usable records of agreements and commitments following communications with external parties, and shall consider the process of external communication of their major environmental aspects. They shall effectively implement or provide them to the stakeholders in accordance with the procedures for communicating environmental issues. (IV) Documentation, document creation and control - The Company shall have written documents based on the documentation structure. They shall include the Environmental Policy and objectives, description of the scope of the environmental management system, the Environmental Management Manual, procedures and work instructions, and the creation of records to maintain the environmental management system. - The Corporate Environment Division shall establish the Environmental Management Manual with reference to the document control procedure. Business unit of the plants shall formulate procedures, work instructions/operation guidelines, records, and forms, and distribute them after the review and approval. - Environmental Management Manual: The Manual is a basic document used to explain the Company's Environmental Management Policy, organization and responsibilities, and the operating principles of the Environmental Management System. - Procedures: Documents such as work procedures and processes established by business units of the plants in accordance with the principles for the operations of the Environmental Management System to attain the environmental objectives. - Work description/operation instructions: Guidelines formulated in accordance with the operation standards and technical guidelines specified in the Environmental Management Manual or procedures. - Records and forms: They are used to display data from environmental activities and actual operations such as test reports and training records. (V) Operation control					

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1. To effectively attain environmental management objectives, all business units of the plants shall establish pollution control procedures to govern the control and treatment of all pollutants.
2. Establish and maintain documentation procedures to avoid deviation from environmental policies and environmental objectives due to lack of standard procedures.
3. Specify the operating guidelines in the procedures.
4. All business units of the plants shall establish and maintain procedures for identifying significant environmental aspects in the products and services they use, and communicate the procedures and requirements to suppliers.

(VI) Emergency preparedness and response

1. Evaluate all environmental impact factors, assess abnormal, emergency, and accident conditions based on their frequency, possibility, and severity, and take preventive measures.
2. All business units of the plants shall formulate emergency preparedness and response management procedures, clearly define the guidelines for prevention and response to potential accidents or emergencies, and formulate the response procedures, steps, and countermeasures to reduce the environmental impact. They must also regularly revise and test these planned procedures.
3. After the occurrence of an emergency, the emergency preparedness and response procedures and standards shall be reviewed and updated to prevent potential accidents and mitigate the impact on the environment.

VII. Check and improvement measures

Use precision monitoring equipment to set up and execute surveillance and measurement in environmental management procedures. Take corrective and preventive measures for non-compliance items and environmental objectives. Conduct audits on the processes and documents of the Environmental Management System to ensure its effectiveness and applicability.

(I) Monitoring and measurement

1. To ensure the effective implementation of the environmental management system and to prevent the occurrence of abnormal conditions, all business units of the plants shall set up and maintain monitoring, measurement, and anomaly management procedures. The records can be used as indicators for taking actions and following up on the non-conformity items, and provide reference information for the objectives and targets.
2. Compile monitoring and measurement results as the basis for the environmental performance evaluation.
3. All equipment used for analysis, measurement, and tests shall be managed, calibrated, and maintained to meet the regulations and requirements.
4. If the calibration of the analysis, measurement, and test equipment does not meet regulations, the

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		previous analysis and test results shall be evaluated and processed, and included in written records. 5. All identified, calibrated, and adjusted equipment must be adequately labeled and recorded. The calibration status must also be specified. (II) Evaluation of compliance 1. All business units of the plants shall set up the Checklist for Compliance with Environmental Protection Regulations. They shall regularly evaluate the compliance of applicable environmental regulations and other requirements to ensure the appropriateness and effectiveness of the Environmental Management System. 2. Records of the evaluation of compliance with environmental regulations and other requirements shall be retained in accordance with the documentation, document creation and control procedures. 3. The results of the evaluation of compliance with environmental regulations and other requirements shall be submitted to the management review meeting for review and confirmation. (III) Non-compliance, improvement, and preventive measures 1. All business units of the plants shall set up and maintain response and investigation procedures for non-compliance caused by deviations in operations to identify the main cause, specify the authorized unit for addressing the issue, and take improvement and preventive measures. 2. Evaluate the severity and impact of the problem and take relevant measures based on the monitoring, measurement, and anomaly management procedures. 3. Confirm the true cause when taking improvement and prevention measures to formulate effective action plans for improvements and preventing recurrence. (IV) Environmental management records 1. All business units of the plants must set up and collect necessary management records in accordance with the document and data management procedures. They shall also retain the data based on the retention periods specified in regulations and by customers and the necessity of the data for effective system operations. 2. The contents of environmental records must be easy to read, clear, identifiable, and traceable to relevant environmental management activities. (V) Internal and external audit of the Environmental Management System 1. The Company has established internal audit procedures to verify that the Environmental Management System has met the environmental management requirements of laws and stakeholders. 2. Auditors must be independent, objective, fair, and qualified in training. 3. Audit procedures must clearly state the scope of the audit, frequency, implementation methods, responsibility, requirements, and methods for reporting the results. The audit frequency and			

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schedule must be appropriately adjusted to account for materiality and the results of the previous audit.

4. The results of the audit shall be reviewed by the environmental management representative for the environmental management review.
5. To ensure compliance with local laws, regulations, and customer standards, each plant and business unit shall cooperate with government and customer-conducted external audits on a regular basis, and review and implement improvements based on the audit results.

VIII. Management review

To ensure that the Environmental Management System continues to be effective, all business units of the plants shall hold regular environmental management review meetings to review the effectiveness, applicability, and continuity of the Environmental Management System.

- (I) They shall establish a management review process of the implementation status and improvements for the Environmental Management System, to ensure its effectiveness and applicability.
- (II) The management representative is responsible for convening the environmental management review meeting. The Chairman shall be top management of the plants. The meeting shall review the contents in accordance with the management review procedures, propose amendments for the necessary changes, and formulate resolutions.
- (III) The management review meeting shall be held at least once a year.
- (IV) The Environment and Safety Team shall track the implementation of the management review resolutions and retain records.