

Universal Scientific Industrial (Shanghai) Co., Ltd.

USI Sustainability Committee Charter

- Article 1** Universal Scientific Industrial (Shanghai) Co., Ltd., and its subsidiaries (hereafter referred to as "USI" or "Group") established the USI Sustainability Committee (hereafter referred to as the "Committee") to carry out the Group's sustainable development strategies effectively, meet stakeholders' expectations, and demonstrate USI's corporate social responsibility and commitment to balancing environmental, social, and governance impacts and sustainable operations. The Committee has five Taskforces: Corporate Governance, Green Products & Innovation, Value Chain Management, Employee & Society Well-being Engagement, and Environmental Protection & Occupational Safety to implement related tasks.
- Article 2** The Committee has a Chair, assumed by the President, Vice Chair, and one to two members for each Taskforce. The President appoints the Vice Chair and Committee members from senior management. Taskforce Committee members shall be the Leader of said Taskforce, and underneath the Leader, there shall be a Coordinator designated by the Taskforce Leader and one or two Facilitators from the Sustainability Division. Each Function/Business Unit and Facility shall have one or two Sustainability Representatives. The Committee Chair shall also appoint a Chief Sustainability Officer from senior management to ensure progress in USI's sustainable development.
Committee Members serve three-year terms and may be re-elected. If a Committee member vacates their position, the appointment or election of a replacement shall follow this Charter's procedures.
- Article 3** The roles and responsibilities of the Committee as delegated by the Strategy and Sustainability Committee are as follows:
- (1) Led by the Board's Strategy and Sustainability Committee, the Committee shall be directly responsible for the Group's sustainable management.
 - (2) Formulate and set the Group's vision, policies, and objectives for sustainable development and report to the Strategy and Sustainability Committee.
 - (3) Report on the Group's sustainability progress and management efforts to the Board of Directors' Strategy and Sustainability Committee.
 - (4) Identify the risks and opportunities associated with USI's sustainable development and determine the response strategy and investment.
 - (5) Oversee the sustainable strategy plans and implementation for the Group.
 - (6) Oversee the sustainable performance and information disclosure for the Group.
- Article 4** The roles and responsibilities of the Committee Taskforces are as follows:
- (1) Serve as the professional staff team of the Committee.
 - (2) Evaluate the risks and opportunities of specific sustainability issues and propose sustainable goals for the Group or specific operating regions.
 - (3) Prepare action plans and assist in their implementation.
 - (4) Track and evaluate the performance progress of the action plans.
 - (5) Provide professional advice and share experiences on sustainable issues.

(6) Submit proposals and reports to the Committee.

Article 5 The roles and responsibilities of the Group's Function/Business Units and Facilities are as follows:

- (1) Serve as the executive unit of the action plans and be responsible for its execution performance.
- (2) Follow the decisions reached by the Committee.
- (3) Manage and implement the action plans for each Function/Business Unit and Facility.
- (4) Respond to local sustainable issues immediately and flexibly following the USI Sustainability Policy.
- (5) Cooperate with the Group's sustainable information disclosure and performance evaluation requests and provide relevant sustainability data from each Function/Business Unit and Facility.

Article 6 The Committee shall hold an annual meeting every year. The Chair shall preside over the meeting. If the Vice Chair and Committee members cannot attend the meeting in person, they shall entrust their respective proxies to participate in their place. The Taskforces shall meet every six months to discuss goal implementation details, and at the annual meeting, report Taskforce goal achievements and set future goals.

Article 7 Matters not covered in this Charter shall be implemented in accordance with relevant laws, regulations, normative documents, or relevant provisions of the Articles of Association of USI. In the event that this Charter conflicts with any future laws, regulations, normative documents, or the Articles of Association amended according to legal process, the relevant laws, regulations, normative documents, and the Articles of Association shall prevail, and the Charter shall be amended when necessary.

Article 8 This Charter shall come into effect after the Board of Directors review and approval. Subsequent amendments shall be effected in the same manner.

Annotation: Amended on 4/25/2025