Organizational Regulations of Sustainability Committee
Of
CHC Healthcare Group (The "Company")

Article 1 Basis for Establishment

To implement the Company's sustainable development objectives and strengthen sustainability governance, the Sustainability Committee (hereinafter referred to as the "Committee") is established in accordance with Article 27, Paragraph 3 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Article 9, Paragraph 1 of the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies. The Organizational Regulations of Sustainability Committee (hereinafter referred to as the Regulations) are hereby adopted for compliance.

Article 2 Scope of Application

Matters relating to the authority of the Committee shall be governed by the Regulations, unless otherwise provided by laws or the Articles of Incorporation.

Article 3 Composition of the Committee

The Committee shall consist of at least three directors appointed by the Board of Directors, and more than one-half of the members shall be independent directors. The members shall elect one member from among themselves to serve as the convener and chairperson of the meetings.

Unless otherwise provided by law, the Company's Articles of Incorporation, or other regulations, the term of office of the Committee members shall commence from the date of the Board resolution and shall expire upon the expiration of their directorship, resignation from the Committee or from the position of director, or replacement by another director elected by the Board as a Committee member.

The term of the Committee members shall in principle coincide with the term of the directors and may be renewed upon re-election.

Article 4 Duties of the Committee

The Committee shall be responsible for the following matters:

1. Formulating annual plans and strategies for sustainable development.
2. Reviewing and monitoring sustainability policies, systems, and management approaches.
3. Regularly assessing implementation plans and their effectiveness, and reporting execution results to the Board on an annual basis.
4. Reviewing the annual sustainability report.
5. Other matters resolved by or assigned from the Board of Directors.

Five working groups are established under the Committee, including corporate governance, customer service, employee welfare, environmental sustainability, and social participation. Each group is led by a responsible executive assigned by the convener to coordinate execution. The corporate governance group shall be responsible for consolidating the plans and execution results of all working groups, reporting them to the Committee, and coordinating and tracking the implementation of the Committee's annual plans.

The annual plan and execution results referred to in the preceding paragraph shall be submitted to the Board of Directors after discussion and approval by the Committee.

Article 5 Operations of the Committee

The Committee shall convene at least once per year and may convene meetings at any time as necessary. Committee members shall attend meetings in person or by means of video conference.

A notice specifying the reasons for convening the meeting shall be given to all Committee members at least seven days prior to the meeting. However, this requirement shall not apply in the event of an emergency.

If the convener is on leave, unable to convene the meeting, or is required to recuse himself or herself pursuant to Article 5, Paragraph 2, he or she shall designate an independent director of the Committee to act as proxy. If necessary, another Committee member may also be designated as proxy. Where the convener fails to designate a proxy, the other members of the Committee shall elect one independent director from among themselves to act as proxy.

The Committee may invite relevant managerial officers of the Company or its subsidiaries, certified public accountants, legal counsel, or other personnel to attend meetings and provide necessary information. However, such invitees shall leave the meeting when discussion and voting take place.

Article 6 Attendance and Resolutions

The meeting agenda of the Committee shall be set by the convener, however, other members may also submit proposals for discussion. The meeting agenda shall be provided to the Committee members in advance.

When the Committee convenes, the Company shall prepare an attendance book for the members to sign for recordkeeping purposes.

Members of the Committee shall attend the meetings in person. If a member is unable to attend in person, he or she may appoint another member as proxy to attend on his or her behalf. Participation via video conference shall be deemed attendance in person.

Where a member appoints another member to attend as proxy, a written proxy form shall be issued for each meeting, specifying the scope of authorization with respect to the matters to be convened.

The proxy referred to in the preceding paragraph may act as proxy for only one member.

A resolution of the Committee shall require the approval of more than one-half of all Committee members. If, upon inquiry by the chairperson, no objection is raised by any member, the resolution shall be deemed approved with the same effect as a vote. The results of the vote shall be reported on-site and recorded.

Where a member has a personal interest in a matter under discussion that may be detrimental to the interests of the Company, he or she shall disclose the material aspects of such interest at the respective Committee meeting and shall refrain from participating in the discussion and voting on that matter, and shall recuse himself or herself during discussion and voting. He or she shall also not act as proxy for another member in exercising voting rights in connection with that matter. A spouse, relative within the second degree of kinship, or any entity with a controlling or subordinate relationship with the member that has an interest in the matter shall be deemed to constitute a personal interest of the member.

If, due to the circumstances described in the preceding paragraph, the Committee is unable to adopt a resolution, the matter shall be submitted to the Board of Directors for resolution.

Article 7 Meeting Minutes

Minutes shall be prepared for all meetings of the Committee, and such minutes shall faithfully record the following matters:

1. The session, time, and place of the meeting.
2. The name of the chairperson.
3. The attendance status of the members, including the names and number of those present, on leave, and absent.
4. The names and titles of those attending the meeting as non-voting participants.
5. The name of the minute taker.
6. Matters reported.
7. Discussion items: the resolution method and outcome of each proposal, and any objections or reservations expressed by Committee members.
8. Extraordinary motions: the name of the proposer, the resolution method and outcome, and a summary of comments made by members, experts, and other participants, as well as any objections or reservations.
9. Other matters required to be recorded.

The Committee’s attendance book shall form part of the meeting minutes and shall be properly preserved for the duration of the Company’s existence.

The meeting minutes shall be signed or sealed by the chairperson and the minute taker, distributed to all Committee members within twenty days after the meeting, reported to the Board of Directors, and filed as important corporate records, and shall be retained for at least five years. Preparation and distribution of the minutes may be conducted electronically.

If litigation relating to a resolution of the Committee occurs before the expiration of the retention period specified in the preceding paragraph, the minutes shall continue to be retained until the conclusion of such litigation.

Article 8 Duties of Committee Members

Members of the Committee shall perform their duties with the care of a good administrator and faithfully fulfill the responsibilities prescribed in the Regulations. Members shall be accountable to the Board of Directors, and all proposals resolved by the Committee shall be submitted to the Board of Directors for resolution.

Article 9 Authority of the Committee

The Committee shall periodically review the Regulations and submit proposed amendments to the Board of Directors for approval.

Matters resolved by the Committee may be delegated to the convener or other Committee members for further execution. During the execution period, a written or verbal report shall be submitted to the Committee, and when necessary, such matters shall be submitted to the next Committee meeting for ratification or reporting.

Article 10 Enforcement

The Regulations shall take effect after approved by the Board of Directors. Subsequent amendments thereto shall be effected in the same manner.

Version	Date of Implementation/Amendment	Type of Approval
1	2020/11/04	Approved by Board of Directors
2	2022/03/23	Approved by Board of Directors
3	2024/08/07	Approved by Board of Directors