

momo.com Inc.

Sustainable Development Best Practice Principles

Chapter I General Principles

Article 1

momo.com Inc. (hereinafter referred to as the Company) has developed the practice principles to accomplish the objectives of sustainable management and to promote sustainable development.

Article 2

The Principles applies to the Company, including the entire operations of the Company and its business groups.

The Principles encourages the Company to actively fulfill its sustainable development in the course of its business operations so as to follow the international development trends and to contribute to the economic development of the country, to improve the quality of life of employees, the community and society by acting as a responsible corporate citizen, and to enhance competitive edges built on sustainable development.

Article 3

In promoting sustainable development, the Company shall, in its corporate management guidelines and business operations, give due consideration to the rights and interests of stakeholders, and to the environment, society and corporate governance, while pursuing sustainable operations and profits.

The Company shall, in accordance with the materiality principle, conduct risk assessments of environmental, social and corporate governance issues pertaining to company operations and establish the relevant risk management policy or strategy.

Article 4

To implement sustainable development initiatives, the Company shall follow the principles below:

1. Exercising corporate governance.
2. Fostering a sustainable environment.
3. Preserving social welfare.
4. Enhancing disclosure of corporate sustainable development information.

Article 5

The Company shall take consideration of the development trends in the domestic and foreign sustainability practices and the relevance of corporate core business, the effect of the Company and the overall operations of the group businesses in relation to the stakeholders when developing sustainable development policies, systems or relevant management guidelines, and concrete promotion plans, which shall be reported to the board of directors.

Chapter II Exercising Corporate Governance

Article 6

The Company shall comply with the provisions of domestic relevant laws and regulations to establish effective governance framework, related ethics standards and improve corporate governance.

Article 7

The board of directors of the Company shall exercise the due care of good administrators to urge the Company to perform its sustainable development initiatives, review the results of the implementation thereof from time to time and continually make adjustments so as to ensure the thorough implementation of its sustainable development policies.

The board of directors of the Company is advised to fully consider the interests in of the involved parties, furthermore include the following matters in the Company's performance of sustainable development initiatives:

1. Identifying the Company's sustainable development mission or vision, and declaring its sustainable development policy, systems or relevant management guidelines;
2. Including sustainable development the guiding principle of the Company's operations and development, and ratifying concrete promotional plans for sustainable development initiatives;
3. Enhancing the timeliness and accuracy of the disclosure of sustainable development information.
4. Authorizing management team to handle the economic, environmental and social issues relating to the operations and report the handling status to the Board of the Directors.

Article 8

The Company shall organize promoting sustainable development related education and training courses from time to time.

Article 9

The Company is advised to establish a governance structure that promotes sustainable development and an exclusively (or concurrently) dedicated unit for managing sustainable development initiatives. The unit is to be in charge of proposing and enforcing policies, systems, or relevant management guidelines to promote sustainable development and report these to the board of directors on a periodic basis. The Company is advised to adopt reasonable remuneration policies in support of the strategic aims of the organization, and is in alignment with the interests of the stakeholders.

It is advised that the employee performance evaluation incorporates the Company's sustainable development policies and is aligned with the Company's corporate performance evaluation guideline.

Article 10

The Company shall, based on the respect for the rights and interests of stakeholders, identify stakeholders of the Company and establish a designated section for stakeholders on the Company website; understand the reasonable expectations and demands of stakeholders through proper communication with them, and adequately respond to the important sustainable development issues that are of concern.

Chapter III Fostering a Sustainable Environment

Article 11

The Company shall follow relevant environmental laws, regulations and international standards to properly protect the environment and shall endeavor to promote a sustainable environment when engaging in business operations.

Article 12

The Company is advised to improve its energy efficiency and to use renewable materials that have a low impact on the environment to extend the useful lives of natural resources.

Article 13

The Company is advised to establish proper environment management systems based on the characteristics of industry. Such systems shall include the following tasks:

1. Collect sufficient and up-to-date information to evaluate the impact of the Company's business operations on the environment.
2. Establish measurable goals and examining whether the development of such goals should be maintained and the relevance on a regular basis.
3. Reviewing the progress of the mission or goals for environmental sustainability on a regular basis.

Article 14

The Company is advised to establish a dedicated unit responsible for drafting concrete action plans to establish relevant environment management systems. The Company should also hold environment education courses for the managerial officers and other employees on a periodic basis in order to promote and maintain relevant environment management systems.

Article 15

The Company is advised to take into account the operational impact on the environment, while promoting the concept of sustainable consumption. The Company is advised to engage in the procurement, production, operations, and services in accordance with the following principles in order to reduce the impact on the environment and human beings:

1. Reduce resource and energy consumption of their products and services.
2. Reduce emission of pollutants, toxins and wastes, and reduce and dispose waste properly.
3. Improve recyclability and reusability of raw materials or products.
4. Enhance the sustainability of renewable resources.
5. Improve the durability of products.
6. Improve the efficiency of products and services.
7. Utilize and conserve water resource effectively.
8. Enhance the conservation of marine or terrestrial biodiversity and ecosystems, promote the sustainable use of resources, and ensure fair and equitable benefits.

Article 16

The Company is advised to assess the current and future potential risks and opportunities that climate change may present to enterprises and to adopt related measures.

The Company is advised to adopt standards or guidelines generally used in Taiwan and abroad to monitor and disclose corporate greenhouse gas emissions within the scope of which shall include the following:

1. Direct greenhouse gas emission: Emissions from operations that are owned or controlled by the Company.
2. Indirect greenhouse gas emission: Emissions resulting from the generation of acquired electricity, heating, or steam.

3. Other indirect emissions: Emissions resulting from the Company's operations (excluding indirect emissions from energy usage), where emission sources are owned or controlled by other companies.

The Company is advised to compile statistics on greenhouse gas emissions, volume of water consumption and total weight of waste and to establish policies for energy conservation, carbon and greenhouse gas reduction, reduction of water consumption or management of other wastes. The Company's carbon reduction strategies should include obtaining carbon credits and be promoted accordingly to minimize the impact of their business operations on climate change.

The environmental management committee shall develop the strategies and goals for reductions in greenhouse gas emissions with regular review on the effectiveness of the reduction.

Article 17

The Company shall comply with relevant laws and regulations, and the International Bill of Human rights, to adopt relevant management policies and processes, including:

1. Presenting a corporate policy or statement on human rights.
2. Evaluating the impact of the Company's business operations and internal management on human rights, and adopting necessary enabling processes.
3. Reviewing on a regular basis the effectiveness of the corporate policy or statement on human rights.
4. In the event of any infringement of human rights, the Company shall disclose the processes for handling of the matter with respect to the stakeholders involved. The Company shall comply with the internationally recognized human rights of labor, including the freedom of association, the right of collective bargaining, caring for vulnerable groups, prohibiting the use of child labor, eliminating all forms of forced labor, eliminating recruitment and employment discrimination, and shall ensure that the human resource policies adopted do not contain differential treatments based on gender, race, socioeconomic status, age, or marital and family status, so as to achieve equality and fairness in employment, hiring conditions, remuneration, benefits, training, evaluation, and promotion opportunities. The Company shall provide an effective and appropriate grievance mechanism with respect to matters adversely impacting the rights and interests of the labor force, in order to ensure equality and transparency of the grievance process. Channels through which a grievance may be raised shall be clear, convenient, and unobstructed while the Company shall respond to any employee's grievance in an appropriate manner.

Article 18

The Company shall provide information for their employees so that the employees have knowledge of the labor laws and the rights they are entitled to in the countries where the companies have business operations.

Article 19

The Company is advised to provide a safe and healthy work environment for the employees, including necessary health and first-aid facilities, and shall endeavor to curb dangers to employees' safety and health so as to prevent occupational accidents.

The Company is advised to organize education and training on the safety and health for employees on a regular basis.

Article 20

The Company is advised to create an environment conducive to the career development of the employees and establish effective training programs to foster necessary skill sets.

The Company is advised to establish placement programs to cultivate future industry talents.

The Company shall establish and implement reasonable employee welfare measures and appropriately reflect the corporate business performance or achievements in the employee remuneration policy, to ensure the recruitment, retention, and motivation of human resources, in order to best achieve the objective of corporate sustainability.

Article 21

The Company shall establish a platform to facilitate regular two-way communication between the management and the employees for the employees to obtain relevant information on and express their opinions on the Company's operations, management and decisions. The Company shall respect the employee representatives' rights to bargain for the working conditions, and shall provide the employees with necessary information and hardware equipment, in order to improve the negotiation and cooperation among employers, employees and employee representatives.

The Company shall, by reasonable means, inform employees of operation changes that might have material impacts.

Article 21-1

The Company will treat clients and customers who use products or services provided by the Company in an equitable and rational manner, including principles such as conclusion of contract with fairness and fidelity, duty of care and loyalty, veracity of solicitation, fitness of goods or services, notification and disclosure, compensation shall be proportioned to performance, indemnification for complaint, professional staff is required, etc., in addition to make strategies of implementation and specific related measures.

Article 22

The Company shall take responsibility for the products and services, and take marketing ethics seriously. In the process of research and development, procurement, production, operations, and services, the Company shall ensure the transparency and safety of the product and service information. The Company further shall establish and disclose policies on consumer rights and interests, and enforce them in the course of business operations, in order to prevent the products or services from adversely impacting the rights, interests, health, and safety of consumers.

Article 23

The Company shall ensure the quality of the products and services by following the laws and regulations of the government and relevant standards of the industries.

The Company shall follow relevant laws, regulations and international standards in regard to customer health and safety and customer privacy involved in, and marketing and labeling of, the products and services and shall not deceive, mislead, commit fraud or engage in any other acts which would betray consumers' trust or damage consumers' rights and interests.

Article 24

The Company is advised to evaluate and manage all types of risks that could cause interruptions in operations, so as to reduce the impact on consumers and society. The Company is advised to provide a clear and effective procedure for accepting consumer complaints on the products and services so as to fairly and timely handle consumer complaints, shall comply with laws and regulations related to the Personal Information Protection Act for respecting consumers' rights of privacy, and shall protect personal data provided by consumers.

Article 25

The Company is advised to assess the impact of the procurement act has on the society and the environment of the community of the supply source, and shall cooperate with the suppliers to jointly implement the corporate social responsibility initiative.

The Company is advised to establish supplier management policies and request suppliers to comply with rules governing issues such as environmental protection, occupational safety and health or labor rights. Prior to engaging in commercial dealings, the Company is advised to assess whether there is any record of a supplier's impact on the environment and society, and avoid conducting transactions with those against corporate social responsibility policy. When the Company enters into a contract with any of their major suppliers, the content should include terms stipulating mutual compliance with corporate social responsibility policy, and that the contract may be terminated or rescinded any time if the supplier has violated such policy and has caused significant negative impact on the environment and society of the community of the supply source.

Chapter IV Preserving Public Welfare

Article 26

The Company shall evaluate the impact of their business operations on the community, and adequately employ personnel from the location of the business operations, to enhance community acceptance. The Company is contributing, through equity transactions, commercial activities, non-cash property endowment, volunteering service or other charitable professional service, to organizations who wish to settle those social or environmental issues, or participates in events held by, charities and local government agencies relating to community development in order to education and promote community development.

Chapter V Enhancing Disclosure of Sustainable development Information

Article 27

The Company shall disclose information as required by relevant laws, regulations and the Corporate Governance Best Practice Principles for TWSE/GTSM listed Companies and shall fully disclose relevant and reliable information relating to their sustainable development initiatives to improve information transparency.

Relevant information relating to sustainable development which the Company shall disclose includes the following:

1. The policy, systems or relevant management guidelines, and concrete promotion plans for sustainable development initiatives, as resolved by the board of directors.
2. The risks and the impact on the corporate operations and financial condition arising from exercising corporate governance, fostering a sustainable environment and preserving social public welfare.

3. Goals and measures for realizing the sustainable development initiatives established by the companies, and performance in implementation.
4. Major stakeholders and their concerns.
5. Information on major suppliers' management and performance with respect to significant environmental and social issues.
6. Other information relating to sustainable development initiatives.

Article 28

The Company shall prepare the sustainable development report on a regular basis in accordance with the laws and regulations, adopt international standards or guidelines to properly disclose the performance information of promoting sustainable development, and acquire independent third-party assurance or guarantee.

Chapter VI Supplementary Provisions

Article 29

The Principles shall be implemented upon adoption by the Board of the Directors, and shall be reported at the shareholders' meeting. The same procedures apply to revision.

Article 30

Sustainable development Best Practice Principles were approved by the board of directors on January 27, 2016.

First amendment on October 27, 2016

Second amendment on March 30, 2017

Third amendment on July 28, 2021

Fourth amendment on February 16, 2022

Fifth amendment on March 4, 2026