

Stakeholder Communication Performance

Stakeholder	Material Topics	Communication Channels / Frequency	2025 (Year 114) Stakeholder Engagement Key Summary
Employees	- Labor-Management Relations & Employee Rights	Performance Appraisal (Annually) Company Announcements (Real-time) Employee Consultation Hotline (Real-time) Labor-Management Meetings (Quarterly)	Provided employee feedback channels and held regular labor-management meetings, with a total of 5 meetings held in 2025. Internal website, email, and Stakeholder Section on the official website. Labor-management meetings, Welfare Committee, Occupational Safety Committee, and annual performance interviews were held as scheduled. Used digital signage to display the daily output performance of colleagues.
	- Occupational Health & Safety	Occupational Safety Education & Training Regular Employee Health Checks Workplace Safety & Health Inspections Health Promotion Activities	Arranged 12 medical consultation services in 2025 to understand employee needs and provide concrete assistance and care. Arranged employee health checks in 2025. Completed the 3-year certification renewal for ISO 14001 & ISO 45001

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		<p>Assistance with Group Insurance & Labor Insurance Subsidy Applications</p>	<p>(EHS Management Systems); obtained certificates in Sept 2023 and completed the 2025 annual follow-up audit in August.</p> <p>Regularly held Occupational Safety and Health meetings in accordance with the law.</p>
	<p>- Diversity, Inclusion & Equal Employment</p>	<p>Employee Handbook explicitly prohibits any form of discrimination, sexual harassment, or human rights violations.</p> <p>Prohibition of forced labor and child labor.</p> <p>Clearly defined measures for prevention, complaints, and disciplinary actions regarding workplace sexual harassment.</p>	<p>No complaints were received regarding workplace sexual harassment prevention measures in 2025.</p>
<p>Investors / Shareholders</p>	<p>- Corporate Governance</p> <p>- Operational Performance</p>	<p>Annual General Meeting (Annually)</p> <p>Investor Conferences (Annually)</p> <p>Monthly Revenue Announcements (Monthly)</p>	<p>Disclosed monthly revenue performance according to regulations.</p> <p>Periodically updated the company website to disclose operational, financial, and corporate governance</p>

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		<p>Financial Report Releases (Quarterly/Annually)</p> <p>Revenue Performance Disclosure (Monthly)</p> <p>Company Website & MOPS (Real-time)</p> <p>Investor Relations Contact Point (Real-time)</p>	<p>information.</p> <p>Disclosed quarterly financial reports according to regulations.</p> <p>Held 2 investor conferences in 2025.</p> <p>Simultaneously announced material information in both Chinese and English; disclosed quarterly financial reports, annual reports, and related materials in both languages.</p> <p>Conducted several investor visits and conference calls.</p>
Customers	<p>- Customer Service</p>	<p>NDA Non-Disclosure Agreement (Real-time)</p> <p>Customer Visits (Occasional)</p> <p>Communication via phone/email with sales managers/personnel (Occasional)</p> <p>Participation in technical</p>	<p>Conducted annual customer satisfaction surveys.</p> <p>Published business information on the company website.</p> <p>Participated in 16 exhibitions in 2025 across Japan, Germany, USA, Canada, India, and China.</p>

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		<p>forums, seminars, and exhibitions (Occasional)</p> <p>Customer Satisfaction Surveys (Annually)</p>	<p>Immediately initiated tracking upon receipt of customer complaints; used 8D methodology to find root causes, formulate recurrence prevention measures, select corrective actions, and verify effectiveness.</p>
Government	<ul style="list-style-type: none"> - Regulatory Compliance - Corporate Governance - Corporate Social Responsibility - Integrity & Professional Ethics 	<p>Company Website & MOPS (Real-time)</p> <p>Communication with Regulatory Authorities (As required)</p> <p>Official Correspondence (Occasional)</p> <p>Government Briefing Sessions (Occasional)</p>	<p>No violations of regulations or penalties related to material information disclosure in 2025.</p> <p>Participated in regulatory briefing sessions held by relevant government departments.</p> <p>Occasionally participated in briefing sessions organized by the Taiwan Stock Exchange (TWSE).</p>
Suppliers	<ul style="list-style-type: none"> - Sustainable Supply Chain Management - Economic Performance - Non- 	<p>Communication via phone/email with procurement personnel (Occasional)</p> <p>Supplier Evaluation (Annually)</p>	<p>85% of new suppliers signed the "Supplier Commitment Letter."</p> <p>88% of new suppliers signed the "Social Responsibility Assessment Form."</p>

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	<p>discrimination</p> <ul style="list-style-type: none"> - No Forced Labor - Anti-corruption - Social Compliance / Supplier Social Impact Assessment 		<p>84% of new suppliers signed the "Manufacturer Environmental Management Assessment Form."</p> <p>Conducted regular supplier evaluations.</p> <p>Performed 5 supplier visits in 2025.</p> <p>Completed the Packaging and Packaging Waste Directive (PPWD) compliance survey for 7 suppliers.</p>