

Performance of Stakeholder Communication

Our company actively communicates with various stakeholders on issues of concern. The main communication activities for the year 2024 are as follows and were reported to the Board of Directors on November 6, 2024.

Stakeholders	Key Issues of Concern	Communication Channels/Frequency	Key Summary of 2024 Stakeholder Communication Performance
Employees	- Labor Relations and Employee Rights	Performance Evaluation (Annually) Company Announcements (Real-Time) Employee Consultation Hotline (Real-Time) Labor-Management Meetings (Quarterly)	<ul style="list-style-type: none"> ● Provide channels for employee feedback and regularly hold labor-management meetings. A total of 5 labor-management meetings were held throughout 2023. ● Establish an employee section on the company's internal website, email platform, and the stakeholder section of the official website. ° ● Labor-management meetings, welfare committee meetings, occupational safety committee meetings, and annual performance review meetings were all held as scheduled. ° ● Utilize electronic bulletin boards to display daily performance

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			outputs of employees.
	- Occupational Safety and Health	Conduct occupational safety education and training Provide regular health check-ups for employees Perform workplace safety and health inspections Organize health promotion activities Assist with group insurance and labor insurance subsidy applications	<ul style="list-style-type: none"> In 2023, eight medical consultation sessions were arranged to understand employee needs, demonstrating concrete support and care for employees. Employee health check-ups were arranged in 2023. The ISO 14001 and ISO 45001 Environmental, Safety, and Health Management Systems underwent a three-year recertification process, with certification obtained in September 2023. Annual surveillance audits were completed in August 2024. Regularly hold occupational safety and health meetings

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			in compliance with legal requirements.
	- Diversity, Inclusion, and Employment Equality	The Employee Code of Conduct explicitly prohibits any form of discrimination, sexual harassment, and other human rights violations. Forced labor and child labor are strictly prohibited. Clear policies are established for workplace sexual harassment prevention, complaint procedures, and disciplinary actions.	<ul style="list-style-type: none"> No complaints regarding workplace sexual harassment prevention measures were received in 2023.
Investors/ Shareholders	-Corporate Governance -Business Performance	Annual General Meeting of Shareholders (Annually) Institutional Investor Conference (Annually) Monthly Revenue Announcement (Monthly) Financial Report Release (Quarterly/Annually) Revenue Performance	<ul style="list-style-type: none"> Monthly revenue performance disclosed as required. Company website is updated periodically with information on operations, finance, business, and corporate governance. Quarterly financial reports disclosed in compliance with

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		Disclosure (Monthly) Company Website and Market Observation Post System (Real-Time) Investor Relations Contact Window (Real-Time)	<p>regulations.</p> <ul style="list-style-type: none"> ● One institutional investor conference planned for 2023. ● Major announcements and quarterly financial reports, shareholder meeting annual reports, and related materials are disclosed in both Chinese and English. ● Multiple institutional visits and teleconferences held.
Customer	-Customer Service	NDA Confidentiality Agreement (Real-Time) Customer Service Hotline (Real-Time) Customer Visits (As Needed) Participation in Various Technical Forums, Seminars, and Exhibitions (Occasionally)	<ul style="list-style-type: none"> ● Conduct annual customer satisfaction surveys. ● Publish various business information on the company's website. ● Participated in 24 exhibitions in 2023, covering countries such as Japan, Germany, the United States, Canada, India, and China. ● Upon receiving a customer complaint, a case is

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			immediately initiated for investigation and tracking. The 8D problem-solving process is applied, including identifying the root cause, developing preventive measures, selecting corrective actions, and validating their effectiveness..
Government	-Regulatory Compliance -Corporate Governance -Corporate Social Responsibility -Integrity Management and Professional Ethics	Company Website and Market Observation Post System (Real-Time) Communication with Regulatory Authorities (As Required) Official Correspondence (Occasionally) Government Advocacy Meetings (Occasionally))	<ul style="list-style-type: none"> ● In 2023, no violations of regulations occurred in the disclosure of significant information. ● Participated in public hearings or regulatory advocacy meetings organized by relevant government departments.. ● Occasionally attended advocacy meetings held by the stock exchange.
Suppliers	-Sustainable Supply Chain Management -Economic Performance -Non-Discrimination	Communicate with procurement personnel via phone or email for feedback (Occasionally) Evaluate	<ul style="list-style-type: none"> ● The proportion of new suppliers signing the "Supplier Commitment Letter" reached 86%. ● The proportion of

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	-No Forced Labor -Anti-Corruption -Compliance with Social Regulations -Social Impact Assessment of Suppliers	suppliers/contractors on their environmental protection and safety and health management systems and performance (Annually)	new suppliers signing the "Social Responsibility Assessment Form" reached 74%. ● The proportion of new suppliers signing the "Vendor Environmental Management Assessment Form" reached 83%. ● Regular evaluations of suppliers are conducted.