

Corporate Sustainability-Stakeholder Communication and Response

Stakeholder Communication and Response will be reported to the Board of Directors at least once a year, with the most recent report being filed on October 26, 2022.

● Employee rights and interest:

We comply with labor laws and regulations on human rights at home and abroad and treat fairly and respect all employees, including:

1. Formulated working conditions in accordance with labor laws and regulations.
2. Provided equal job opportunities to all job seekers in accordance with the Employment Service Act.
3. Held communication meetings between supervisors and employees from time to time.
4. Launched a staff service hotline at 1805 (sounds like "help you and me in Chinese) and a staff message board.
5. Launched the service hotline at 1805 for sexual harassment complaints and a dedicated email inbox.
6. Recruited medical staff to provide employees with health consultation services on site.
7. Provided employees with free health examination and consultation service per year.
8. Held a labor-management meeting per quarter.
9. Convened the Occupational Safety and Health Committee per quarter.
10. Convened the Employee Welfare Committee from time to time.
11. Annual Important Excerpts:

- In 2022, four labor and management meetings have been held, and a consensus was reached at the fourth labor and management meeting to adjust the content of the work rules.
- To respond to and prevent the COVID-19 pandemic, we took measures, including remote work, alternate working arrangements, and work from home in accordance with the anti-pandemic plan, and the control was gradually adjusted in coordination with government policies to ensure the Company's continuous operations and safe operations.
- In 2022, occupational safety and health care personnel will provide 12 hours of monthly employee health services, while occupational medical specialists or health service doctors will provide 2-3 hours of on-site health services every two months.
- We appointed a qualified operating environment monitoring agency to perform chemical/physical factor tests and comprehensive humidity and temperature tests in March, June, September, and December of 2022.
- We have automated external defibrillators (AEDs) in place, and the Labor Safety Office offered basic emergency medical service courses to emergency personnel during 2021.
- We convened the Occupational Safety and Health Committee four times during 2022.
- In 2022, 4 physical employee welfare committee meetings and 6 online consensus meetings will be held.

● Employee care

1. The Company has passed the audit and verification by the ISO14001 environmental management system, the ISO 45001 occupational safety and health management system, thereby providing a safe work environment to our employees.
2. We purchase labor and health insurance for employees as per labor and health insurance laws and regulations, and they are entitled to childbirth, illness, medical treatment, and other benefits and allowances.
3. We have established an Employee Welfare Committee, which hold activities, including birthday celebrations

and employee travel on a regular basis to relax employees' body and mind, thereby improving their quality of life.

4. We facilitate the development of clubs, and employees can freely participate in the cycling, softball, photography, gardening, health promotion clubs, for employees to bond.
5. We signed a contract with a nearby preschool to provide convenient childcare services.
6. We also have facilities in place, including breastfeeding rooms, a collection of books, and large indoor and outdoor parking spaces, for employees.
7. We grant various cash gifts, education scholarships, as well as wedding and funeral allowances on a regular basis per year.
8. We provide employees with additional production and sales bonuses as per the Company's quarterly operating performance.
9. We host the selection and commendation event for excellent employees. In 2022, a total of six employees stood out and were named Outstanding Employee. We recognize employees' diligent and down-to-earth attitude and contributions to the Company's business performance, technological innovation, and industrial competitiveness through the commendation event, to promote talents, enhance the overall morale, and increase their commitment.

● Client relations

1. We regularly visit clients, engage in technical exchanges with them, and assist them in improving process technology and solving materials and processing technology issues, to establish long-term partnerships on the basis of mutual trust.
2. We require all sales personnel to strictly keep confidential clients' business information in accordance with the confidentiality agreements.
3. We have digital supply chain and electronic sales systems to provide clients with comprehensive supporting services.
4. We conduct a client satisfaction survey in the fourth quarter per year.
5. Annual Important Excerpts:
 - We participated in SEMICOM Taiwan 2022.
 - We signed the non-recurring engineering (NRE) development agreement with specific clients to enhance the partnership.
 - Regularly hold technical exchange meetings with the technical department of China Steel in 2022 to improve the quality of technology research and service.
 - The average score of the 2022 client service and satisfaction survey is higher than 137 points (out of 140 points).

● Supplier (contractor) relations

1. We select and audit suppliers, signed the Hazardous Substances Non-Use Statement, and conducted environment, safety, and health assessment to maintain environmental safety.
2. Suppliers sign the Sustainable Development Declaration to declare their commitment to jointly safeguarding environmental safety.
3. We engage in product or business information exchanges from time to time.
4. Annual Important Excerpts:
 - We continue to motivate new suppliers to sign the Sustainable Development Declaration.
 - In response to the requirements of the new version of the Restriction of Hazardous Substance (RoHS) Directive, our suppliers have renewed and signed the Hazardous Substances Non-Use Statement.
 - The average score of supplier quarterly evaluation in 2022 is above 90 points; annual assessment of 60

suppliers meeting the standards

● Shareholder (investor) relations

1. We regularly disclose our revenue and irregularly disclose the material information on major resolutions by the Board of Directors and shareholders' meeting on the MOPS in both Chinese and English as per laws and regulations.
2. We hold the general shareholders' meeting regularly per year and adopt electronic voting to allow investors to vote on proposals and express their opinions.
3. We regularly publish financial reports and annual reports on the MOPS and publish the electronic versions on the Company's website at the same time for the public to download and check.
4. We participate in investor conferences held by securities firms at home and abroad from time to time.
5. We amend internal control management regulations and rules from time to time as per laws and regulations and upload them to the Company's website and the MOPS.
6. We release information on company operations, technology, finance, corporate governance, and ethical management from time to time on the Company's website.
7. Annual Important Excerpts:
 - We issued the notes to the revenue announcement before the tenth day of each month to indicate the proportion of precious metal sales to the total revenue, allowing shareholders and investors to be informed of our operating information and improve the quality of our information disclosures.
 - In 2022, major resolutions of the board of directors and shareholders' meetings, as well as major non routine company news, were simultaneously released in both Chinese and English at the Public Information Observatory. The Sustainable Development Report includes ESG operations, fully disclosing business decisions, and enhancing the quality of information disclosure.
 - On June 15, 2022, a regular shareholders' meeting was held in our company, presided over by the chairman, and four directors were invited to attend the meeting and the convener of the audit committee read out the 2021 review report; The management team not only responds positively to shareholders' questions, but also communicates and interacts with them after the meeting.
 - Complete the external performance evaluation and self-evaluation of the board of directors in August and December 2022, and disclosed the results on our company's website.
 - The Company was invited to participate in the China Steel Group's investor conference hosted by Fubon Securities Co., Ltd. on December 21, 2022.

● Society

1. We participate in a variety of seminars, forums, public hearings, training courses, exchanges, and mutual visits on policies and laws from time to time. We also publish press releases and interview the spokesperson from time to time.
2. We visit the chief of village per quarter to understand the village's relevant activities and needs and provide resources and assistance needed in a timely manner.
3. We joined the Kaohsiung Personnel Representative Association and participate in its regular meetings and information exchanges.
4. Annual Important Excerpts:
 - We donated supply boxes to the local community every month in 2022 and distributed them to the disadvantaged households in urgent need through the chief of the village. We distributed the boxes to a total of 18 households through the chief of the village, to make the society a better place during 2022. We provided employment opportunities to two people in neighboring villages to encourage young people to

stay in the countryside.

- In 2022, a rescue campaign was held to encourage employees to purchase overproduced and unsold agricultural products.
- We give priority to working with the sheltered workshop operated by the Kaohsiung Chinese Catering Professional Union entrusted by the Kaohsiung City Government to cater for our lunches and dinners. This has provided employment and training opportunities to about 18 friends with disabilities and helped them to be self-sufficient.
- In 2022, the company took the initiative to visit the sheltered factory in Kaohsiung City and mobilized employees to purchase 20 boxes of Mid Autumn mooncakes produced by it, using actions to support the employment of physically and mentally disabled friends.
- In 2022, the Southern District Silver Hair Center of the Ministry of Labor will assist the company in planning the "Aluminum Wire Beauty and Stress Relief Course" , "Self Value Achievement and Growth Course" , "Office Healing and Stress Planting Course" , and "Mind Consultation and Life Exploration Course" to promote a friendly workplace and care for the physical and mental integrity of silver hair employees at work.
- Participated in the 2022 Taiwan salary survey activity of 104 Talent College, obtained the 2022 salary survey report and related analysis data, as a reference for salary policies.
- Participate in the Chinese Enterprise Personnel Representative Association as a legal entity, participate in conference affairs, and understand market related personnel policies and systems through communication.
- In the 2022 Arbor Day, under the leadership of the chairman and general manager, we planted 5 podocarpus macrophyllus and 300 hibiscus flowers in the garden to enrich the environment of the company and the park.

● Government

1. We visit elected representatives to communicate reasonable regulations and policies with competent authorities.
2. We participate in symposiums, seminars, and various evaluations organized by competent authorities from time to time.
3. Annual Important Excerpts:
 - Attend the employer symposium organized by the Kaohsiung Labor Bureau Training and Employment Center in 2022 to understand relevant government policies.
 - In 2022, participated in activities related to the Southern District Human Resources Development Center of the Kao P'ing P'eng Tung Branch of the Labor Development Department of the Ministry of Labor, as well as a gave a special lecture on silver haired labor at the Southern District Silver Hair Human Resources Center.
 - We participated in seminars and forums on laws online and regulations, promotion of labor-management relations, work safety, and employee health organized by Kaohsiung City Government and the Southern Taiwan Science Park Bureau, Ministry of Science and Technology, during 2022.