

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 30, 2024.

● 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. Provide an anonymous complaint mailbox that is accessible to every employee and is not subject to camera shooting.
12. Organize activities to select and commend outstanding practitioners. The recognition activities encourage colleagues to be conscientious and conscientious and contribute to the company's operating performance, technological innovation, industrial competitiveness, etc. It is used to promote talents, enhance overall morale, and gather colleagues' centripetal force.
13. Annual Important Excerpts:
 - Three labor-management meetings have been held in 2024, with 6 labor and management representatives each as members.
 - In 2024 of Occupational Nursing provides 12 hours of on-site service every month; occupational medicine specialists provide 3 hours of on-site service every four months; and health service physicians provide 2 hours of on-site service every two months.
 - Entrust qualified operating environment monitoring agencies to conduct testing in January, April, July and September 2024.
 - In 2024, 4 Occupational Safety and Health Committee and 3 Employee Welfare Committee meetings were 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.

● 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:
 - In 2024, we will continue to sign "NDA confidentiality agreements" with specific customers to strengthen cooperative relationships.
 - We participated in SEMICOM Taiwan of 2024.
 - Regularly hold technical exchange meetings with the technical department of China Steel in 2024 to improve the quality of technology research and service.
 - Customer service and satisfaction surveys will be conducted at the end of 2024 and results will be available in the first quarter of next year.

● Supplier (contractor) relations

1. Provide product purchasing specifications.
2. Promote supplier selection, assessment, auditing and coaching visits to factories. Regular risk assessment and identification to strengthen sustainable supply chain.
3. Exchange product information from time to time, grasp the pulse of raw material trends, and forecast stocking management.
4. Annual Important Excerpts:
 - Continuously promote the signing of the "Declaration of Sustainable Development" by new suppliers and require suppliers to sign the "Hazardous Substances Non-Use Guarantee" in accordance with the new RoHS regulations.
 - In 2023, the average score of 60 suppliers reached 87.2; in the first three quarters of 2024, the quarterly assessment of suppliers met the standard of Level 2 or above, and the ratio of the number of qualified suppliers was 100%.

● 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 2024, 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 March, 2024, we completed the disclosure of the English version of the shareholders' meeting handbook, annual report, and 2023 annual financial report, as well as the issuance of a total of 8 Chinese and English financial reports for the period of 2021~2023, in addition to complying with the regulations of the Financial Supervisory Commission, and enriching the English webpage to enhance the understanding of the company's information by shareholders and investors outside of the country.
 - A regular shareholders' meeting will be held at the company on April 10, 2024, chaired by the chairman. In addition to answering shareholders' questions directly, the management team also has good interactions with shareholders.
 - Complete the board of directors' performance self-evaluation on December, 2024 and disclose the results on the company's website.
 - On July 19, 2024, the Company was invited to participate in a corporate presentation hosted by Capital Securities Corp. and on November 21, 2024, the Company was invited to participate in the "CSC Group Conference" hosted by Fubon Securities, as well as a number of mini-conferences, to explain the Company's operations to investors.

● 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. Joined Kaohsiung Enterprise Personnel Representatives Association and participated in regular meetings and information exchanges.
4. Annual Important Excerpts:
 - Neighborhood safety boxes are donated monthly and distributed to marginalized households in urgent need of help through the district chief. In 2024, a total of 19 households will be distributed through the district chief. In the past eight years, a total of approximately 279 marginalized households have been donated, with the hope that the society will continue to be good.
 - In 2024, a rescue campaign was held to encourage employees to purchase overproduced and unsold

agricultural products.

- Every year, we assist local people with disabilities with employment and training opportunities. In 2024, we assisted 18 people, and provided a total of 73 people with disabilities a self-sufficient work stage in the past 4 years.
- In response to World Vision Taiwan's red envelope spreading love campaign, the company set up a voluntary donation box for employees, raising a total of NT\$18,000, the total amount is \$43,000 for two years.
- Participated in the Association of Personnel Representatives of Chinese Enterprises (APRC), and participated in the affairs of the association and learned about the personnel policies and systems in the market through exchanges.
- ESG Friendly Train, in response to the Kaohsiung City Government's environmental volunteers:
- Kaohsiung City Environmental Protection Bureau calls for the protection of the coastal environment, to protect and restore coastal resources and ensure water resources, and to fulfill its social responsibility. The company actively participates in this effort by establishing the TTMC Coastal Patrol Volunteer Team under the flag of the Kaohsiung Municipal Environmental Protection Bureau, with 36 volunteers patrolling the neighboring coastline of Kajia, in order to create a friendly living environment by "reshaping the clean coastal landscape", and to achieve the goal of zero loss of natural coasts.
- Under the leadership of the chairman of the board of directors, TTMC colleagues organized a beach cleaning activity at the beach of Kajia Coastal Park on 2024/09/12 with the theme of "2024 Beach Cleaning General Mobilizer". 32 people participated in the activity, and the whole activity cleared out 153 kilograms of garbage that day, which was an outstanding result.
- On 2024/09/21, the TTMC volunteer team cooperated with the Kaohsiung City Rehabilitation Institute for the Blind to organize a guide activity for the blind to listen to the baseball games. The team led eight blind people to experience the baseball games at the Clarion Lake Baseball Stadium, to feel the atmosphere on the field, and at the same time, reminded them of the safety of going up and down the staircases, thresholds, and up and down the slopes, and so on.

● 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 2024 to understand relevant government policies.
 - In 2024, 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 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 2024.