

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 28, 2025.

● 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. Important excerpts of the year:
 - Four labor-management meetings have been held in 2025, with 6 labor and management representatives each as members.
 - In 2025 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 four months.
 - Entrust qualified operating environment monitoring agencies to conduct testing on March, June, September and December, 2025.
 - In 2025, 4 Occupational Safety and Health Committee and 8 Employee Welfare Committee meetings were held.
 - The company is equipped with an automatic external electric defibrillator (AED), and the Labor Safety Office arranges basic first aid training courses for first responders every year.
 - In 2025, a total of 1 colleagues stood out and won the title of outstanding practitioners and received the commendation on behalf of the Southern Taiwan Science and Technology Parks Authority.

● 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, badminton, volunteer, 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. Employee production and sales bonuses may be awarded at the company's discretion based on quarterly operating results.

● Client relations

1. 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 2024.
 - In 2025, we continued to sign non-disclosure agreements (NDAs) with specific clients to strengthen our partnerships.
 - In 2025, we held regular technical exchange meetings with the technical department of China Steel Corporation to enhance our technical R&D and service quality.
 - In 2025, the average score from our customer service and satisfaction survey exceeded 135 points (out of a possible 145). Supplier (contractor) relations

● Supplier (contractor) relations

1. Provide product procurement specifications.
2. Conduct supplier selection, evaluation, audits, and on-site visits for guidance. Perform regular risk assessments to identify risks and strengthen the sustainable supply chain.
3. Hold occasional industry information exchanges to stay abreast of raw material trends and forecast inventory management needs.
4. Key highlights for the year:
 - New suppliers are required to sign a "Sustainability Declaration" upon onboarding and comply with RoHS revised regulations; suppliers must update and sign a "Non-Use of Hazardous Substances Guarantee Statement." Conduct due diligence on all supplier self-assessment documents, review evaluation criteria, and on-site assessment results, while strengthening investigations into conflict minerals and raw material traceability.
 - Continued development of project system programs to optimize various supplier evaluation and assessment management processes.
 - Signing of contracts with key raw material suppliers.
 - In 2025, the average score for quarterly supplier evaluations was 87.9 points, with a 100% pass rate for quarterly raw material assessments; the annual evaluation average score was 85.7 points, meeting the

standards for Tier 2 or higher.

● 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.
 - We publish major resolutions of the Board of Directors and Shareholders' Meetings, as well as non-routine material corporate announcements, on the Taiwan Stock Exchange's Public Information Observation Station, releasing these announcements simultaneously in both Chinese and English. We also disclose our Sustainability Report, which includes our ESG performance, to continuously align with global sustainability standards and management trends.
 - We continue to disclose English versions of the shareholder meeting handbook, annual report, and financial reports. In addition to complying with Financial Supervisory Commission regulations, this enriches our English-language website to enhance overseas shareholders' and investors' understanding of company information.
 - The Annual General Meeting of Shareholders was held at the Company on June 19, 2025, presided over by the Chairman, who reported on business performance and future prospects.
 - On August 12, 2025, the external performance evaluation of the Board of Directors and functional committees was completed. The results were reported to the Board of Directors and the Compensation Committee and disclosed on the Company's website. In December 2025, the Board of Directors' self-assessment of performance was completed, and the results were disclosed on the Company's website.
 - On July 3, 2025, the Company was invited to participate in an investor briefing hosted by Kanghe Securities to explain its operational status and future directions to investors; on November 25, 2025, the Company was invited to participate in an investor briefing for the China Steel Group hosted by Fubon Securities to explain its operational status and future directions to investors.Disclosed the "Corporate Value Enhancement Plan" on the Company's website and actively communicated with shareholders and stakeholders.

● 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 donate “Neighborhood Peace Boxes” every month, which are distributed by neighborhood chiefs to vulnerable households in urgent need of assistance. In 2025, we distributed boxes to 20 households through neighborhood chiefs, bringing the total number of vulnerable families assisted over the past nine years to approximately 294, with the aim of fostering a society that continually strives toward goodness and progress.
- We provide annual employment and training opportunities for local individuals with disabilities. In 2025, we assisted 17 individuals, and over the past five years, we have provided 90 opportunities for people with disabilities to achieve self-sufficiency through work.
- In response to World Vision Taiwan’s “Red Envelope Love” campaign, the company set up employee donation boxes in 2025, raising a total of NT\$30,600. Over the past three years, we have raised a cumulative total of NT\$73,600.
- Established the “ESG Friendly Train” initiative, comprising 36 volunteer team members. We mobilized colleagues to participate in volunteer activities and joined Kaohsiung City Government’s environmental protection volunteers in patrolling the nearby Qiatin coastline to “restore the pristine coastal landscape” and create a friendly living environment. We also collaborated with the Kaohsiung City Rehabilitation Center for the Blind to organize guided baseball games for the visually impaired.

● 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 2025 to understand relevant government policies.
 - In 2025, 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 and was also selected as the winner of the 2024 Excellent Enterprise Award for “Promoting Workplace Equalization” in the Southern Taiwan Science Park.
 - 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 2025.