

Status of Communication with Stakeholders in 2024

Stakeholders	Operation Status	Performance in 2024
<ul style="list-style-type: none"> Investors 	<ul style="list-style-type: none"> Regularly disclose the Company's financial performance via TWSE website and annual report, and review and analyze the operation status and information. Regularly hold shareholders' meetings to explain operational performance to investors and respond to relevant concerns. 	<ul style="list-style-type: none"> 30 pieces of material information and announcements are released. The shareholders' meeting was held on May 30, 2024; and the investors' conference was held on Nov. 18, 2024.
<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Adhere to the principle of impartiality and non-discrimination, and provide employees with equal employment opportunities. Establish a sound remuneration and welfare system to provide employees with reasonable offers and rewards. Provide various education and training courses from time to time to improve professional skills. Regularly arrange employee health checks and invite occupational nurses to provide staffs with health consultation and education. 	<ul style="list-style-type: none"> In 2024, 509 employees participated in education and training programs. In 2024, 49 sessions of on-site health services by occupational nurses were held.
<ul style="list-style-type: none"> Clients 	<ul style="list-style-type: none"> Customer satisfaction survey, problem-solving procedures, and quality management. 	<ul style="list-style-type: none"> Online the customer satisfaction questionnaire.
<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> Suppliers are invited to participate in seminars from time to time to discuss management policies, standards, construction methods, materials and current conditions. 	<ul style="list-style-type: none"> Supplier online inquiry system. A total of 96 suppliers have signed the Supplier Code of Conduct and Commitment.
<ul style="list-style-type: none"> Media 	<ul style="list-style-type: none"> Monthly release of operational information and random release of relevant operational results and development trends. 	<ul style="list-style-type: none"> The shareholders' meeting was held on May 30, 2024; and the investors' conference was held on Nov. 18, 2024.
<ul style="list-style-type: none"> Government Agencies 	<ul style="list-style-type: none"> Participate in seminars organized by competent authorities. 	<ul style="list-style-type: none"> Participate in 6 seminars held by TWSE in 2024.

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<ul style="list-style-type: none"> Communities/ NGOs 	<ul style="list-style-type: none"> Sponsor social welfare foundations such as Genesis Social Welfare Foundation and Eden Social Welfare Foundation from time to time. Conduct industry-academia cooperation with universities such as Chung Yuan Christian University and China University of Technology 	<ul style="list-style-type: none"> Sponsored the Taichung Sun Sports Foundation, the Private School Promotion Foundation, Ling Jiou Mountain, Hualien Good Shepherd Center, and the National Taiwan University Hospital. Sponsor Chung Yuan Christian University and China University of Technology. One blood donation event and one workplace experience camp for wooden props, designed for students from rural areas, were held.