

2025 Stakeholder communication and response

2025 The communication status of each stakeholder is planned to be reported to the Board of Directors of the Company on March 5, 2026. The communication status and report of various types of stakeholders in 2025 are as follows:

Stakeholders	Concerned issues	Communication channels, response methods, and communication frequency	Communication performance
Employees	Integrity management Hazardous substance management talent attraction and retention/occupational health and safety	Labor-management meetings Employee education and training Employee interviews Health promotion bulletin board/internal website/email announcement/employee suggestion box/occupational safety and health committee	<ol style="list-style-type: none"> 1. Labor-management meetings are held every three months to establish a rational communication platform between labor and management. 2. Organize employee group protection, education and training, and seminars, and pay attention to employees' physical and mental health and learning development. 3. Provide scholarships and bursaries for the children of Taoyuan City Industrial Association member employees, sign special discounts for Zhongli Industrial Park Joint Kindergarten, and develop multiple subsidy channels to benefit employees. 4. Interviews with former employees, listening to colleagues' opinions,

			<p>self-review and improvement evaluation.</p> <p>5. Handle occupational medicine specialist on-site services to improve employee health care and management, and implement occupational disease prevention.</p> <p>6. The Occupational Safety and Health Committee is held quarterly to report on the results of occupational safety and health promotion, and to involve labor representatives in the promotion of safety, health, and environmental issues in the workplace.</p>
Customers	<p>Customer relationship management/sustainable supply chain management</p> <p>Hazardous substance management</p> <p>Occupational Health and Safety/Social Engagement</p>	<p>Irregular business meetings/telephone/email, etc., irregular customer audits, annual business visits/ Respond to surveys on an irregular basis, etc.</p>	<p>1. Complete the customer's supplier self-evaluation questionnaire/audit.</p> <p>2. Complete customer satisfaction surveys, customers visit from time to time, and conduct product technical exchanges by phone, video, email, etc. at any time.</p> <p>3. Complete the GP survey of the customer's finished product number.</p> <p>4. Complete carbon reduction-related operations</p> <p>5. Complete the CDP questionnaire response</p>

suppliers	Integrity management/operational financial performance Hazardous substance management Employee rights and diversity and equality/occupational health and safety	Irregular business meetings/telephone/email, etc., annual supplier on-site audits, annual business routine visits	1. Conduct annual supplier evaluation, twice a year. 2. Completed the signing of the CSUS Supplier Code of Conduct, and continued to promote CSOT's social and sustainable development responsibility code through the company's website. 3. Perform RBA supplier document audits and on-site audits.
Shareholders/investors	Corporate governance/ethical management/operational financial performance Waste management/hazardous substance management	Public Information Observatory/Company Official Website/Company Annual Report/Annual Shareholders' Meeting/Board of Directors/Irregular Letters/Telephone/Publicity Meeting/Spokesperson's Mailbox	1. Disclose financial information and corporate governance information on the public information observatory and the investor section of the company's website. 2. Hold annual shareholders' meetings to report on business performance and financial status, and discuss and resolve important resolutions. 3. Convene the board of directors to discuss and resolve important business strategies and corporate governance-related topics of the company. 4. Cooperate with the supervision and audit of the competent authority, maintain good interaction, and convey various publicity. 5. Hold a corporate briefing on December 22, 2025.

<p>government and competent authorities</p>		<p>Participate in policy discussions and symposiums of the competent authority from time to time</p> <p>Cooperate with the competent authority for supervision and audit</p> <p>Irregular official correspondence/response to survey feedback forms and questionnaires</p>	<p>1. Set up a corporate governance officer to be responsible for corporate governance-related affairs</p> <p>2. Participate in the Industrial Development Bureau's response to the survey opinion form, and after the public hearing, the regulations officially announced that nitrous oxide will be included in the control of substances of concern, and the company will carry out the application and declaration procedures in accordance with the law.</p> <p>3. Participate in briefings on issues related to regulatory promotion and national policies organized by the competent authority.</p> <p>4. Implement the implementation of strict policies such as the implementation of the central policy of local governments regarding the need to confirm whether the source of chemical raw materials used in the process is labeled as the source of the imported food and the discharge standards of volatile pollutants from fixed pollution sources, and the company implements the operation and reporting procedures of</p>
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Community/Non-Governmental/Non-Profit Organizations	Community care/corporate image	Charity and public welfare activities are held from time to time	<p>The company supports various social groups by donating materials/donations/volunteer groups/group purchases</p> <p>The company joined the residents' safety box activity and donated materials to the residents in need.</p>