

Stakeholder Engagement

TSRC's stakeholder engagement strategy respects the perspectives and input of stakeholders, fostering open and effective communication to continuously enhance their interests. TSRC has identified six primary stakeholders based on its daily operations and adheres to the five principles outlined in the AA1000 Stakeholder Engagement Standard. These stakeholders are employees and other workers, customers, local communities, shareholders/investors, suppliers, and government/authorities.

TSRC values effective communication with stakeholders, offering a range of channels fitting stakeholders' characteristics (e.g., online/offline meetings and telephone surveys). These regular and ad-hoc channels are instrumental in comprehending the actual and potential impacts of TSRC's business operations on stakeholders, allowing for proactive measures to prevent and mitigate any adverse effects. Moreover, to ensure effective and continuous communication, TSRC conducts an annual survey both internally and externally to gauge stakeholders' concerns regarding ESG issues and TSRC's sustainability initiatives. Feedback received from stakeholders is carefully integrated into internal discussions, with the Executive Leadership Team (ELT) promptly addressing and responding to any material issues identified.

The company reported to the 14th meeting of the 18th session of the Board of Directors on May 7, 2026 on the communications between the company and stakeholders, material topics and ESG performance in 2025.

Communication result with stakeholders in 2025

Target of Engagement	Significance to TSRC	Topics of Concern	Engagement Channel and Frequency	2025 Engagement Results and Actions
 Employees and other workers	Employees are one of TSRC's most important assets. Through their professional skills, they drive the continuous improvement of products and services.	Environment <u>Climate Strategy and Greenhouse Gas Emissions</u> Society/People <u>Occupational Health and Safety</u> Governance <u>Business Strategies and Performance</u>	Multiple Times Per Year/Irregular Basis - Communication meetings between functional supervisors and employees - Employee welfare committee meeting - Employee internal training courses - Health promotion seminars - Team building activities - Functions questionnaire - Employees complaints mailbox Regular - CEO message - Labor union representatives conference - Language training courses - Sustainability section of TSRC's website - Annual company party - Festival celebration events - Employee assistance programs - Stakeholder Sustainability Questionnaire - Employee human rights due diligence	Environment - Conduct ESG training for employees belonging to relevant functional units to familiarize them with the development of important ESG trends, including human rights and sustainable supply chains - Organized the "TSRC GO Green" activity and called on employees to participate in diverse green actions to implement in daily life Society/People - Conducted regular meetings of the Employee Welfare Committee and developed employee welfare activities - Regularly held labor-management meetings to listen to the opinions and suggestions of the union - Implemented project training to cultivate talents with diverse competencies - Implemented employee engagement improvement plans - Promoted safety and health training and drills to ensure a safe workplace - Provided employees with English courses to promote communication of internal multinational employees and external stakeholders - Shared "health knowledge" weekly based on holidays or current events to enhance employees' wellness awareness - Understand employee expectations through the Stakeholder Sustainability Questionnaire - Pay attention to human rights issues and continue to assess potential risks Governance - Communicated the Company's annual goals, operational performance, and strategic development directions to employees through message from the CEO - Built a learning platform providing employees with important channels for learning resources and allowing new employees to understand the Company's culture and business - Organized 12 training courses on ethical corporate management, and provided written educational materials on insider trading prevention and Fair Trade Act compliance
 Shareholders and investors	Shareholders and investors influence TSRC's operational decisions. TSRC continues to respond to shareholders' expectations through excellent operating performance and sustainability efforts	Environment <u>Climate Strategy and Greenhouse Gas Emissions</u> Society/People <u>Occupational Health and Safety</u> Governance <u>Governance, Integrity & Business Ethics</u>	Multiple Times Per Year/Irregular Basis - Investor Service Mailbox on TSRC's website - The Market Observation Post System (MOPS) - Website updates and major news announcements, stakeholders' members section, ESG mailbox on TSRC website Regular - Convene 1 shareholder meeting per year - Hold at least 2 investor conferences each year which are simultaneously broadcast live - Stakeholder Sustainability Questionnaire	Environment - Convened 1 shareholders' meeting and 2 investor conferences - Provided latest news updates on the TSRC website and MOPS from time to time - Understood shareholder views and opinions through shareholders' meetings - Collected and compiled investor feedback and suggestions through investor conferences Society/People - Understood shareholder and investor expectations through the Stakeholder Sustainability Questionnaire
 Suppliers	The raw materials and services provided by suppliers are the basis for TSRC's high quality products. TSRC and its partners pursue sustainable development to create a win-win situation.	Environment <u>Climate Strategy and Greenhouse Gas Emissions</u> Society/People <u>Occupational Health and Safety</u> Governance <u>Governance, Integrity & Business Ethics</u>	Multiple Times Per Year/Irregular Basis - ESG mailbox on the TSRC website - GHG reduction target promotion - Annual interactive visits or meetings - Supplier Sustainability Self-Assessment Questionnaire Regular - Annual supplier evaluation - Stakeholder Sustainability Questionnaire	Environment - Regularly visited major suppliers for two-way communication - Annual global supplier audits - Supplier signed and returned TSRC Group Supplier Code of Conduct - Supplier sustainability due diligence Society/People - Irregularly interviewed local suppliers and formed partnerships - Explored renewable raw materials suppliers - Understood supplier views and expectations through the Stakeholder Sustainability Questionnaires
 Customers	Customer trust is the cornerstone of TSRC's sustainable operations. TSRC creates value for customers through innovative products.	Environment <u>Climate Strategy and Greenhouse Gas Emissions</u> Society/People <u>Occupational Health and Safety</u> Governance <u>Governance, Integrity & Business Ethics</u>	Multiple Times Per Year/Irregular Basis - Customer meetings or interviews (e-mail, telephone, video call) - Technology or industry seminars - Domestic and overseas exhibitions - Information disclosure on the company website - Customer ESG audit - International ESG evaluation disclosure Regular - Customer satisfaction survey - Stakeholder Sustainability Questionnaire	Environment - Discussed with customers to understand sustainable product needs Society/People - Provided timely responses to customers' ESG or sustainability questionnaires and explained TSRC's ESG strategy, goals, and action plans - Cooperated with customers' ESG audits - Participated in the EcoVadis evaluation and provided customers with the results of TSRC's ESG performance evaluation directly Governance - Conducted the customer satisfaction survey each year to maintain high level of satisfaction - Responded to customers' questions and met their needs immediately through Business units - Conducted interviews to build long-term partnerships with customers - Understood customer views and expectations through the Stakeholder Sustainability Questionnaire
 Government and authorities	TSRC maintains smooth communication channels with the government to keep abreast of the latest regulatory trends.	Environment <u>Energy Management</u> Society/People <u>Occupational Health and Safety</u> Governance <u>Compliance</u>	Multiple Times Per Year/Irregular Basis - Interviews (phone calls, visits, meetings) - Participation in government laws and regulations promotion activities Regular - Stakeholder Sustainability Questionnaire	Environment - Completed and passed the Ministry of Environment's voluntary reduction plan Governance - Participated in TWSE seminars and responded to surveys of listed companies - Maintained close contact with the TWSE to confirm material information and announcements - Understood the views and expectations of the government/competent authority through the Stakeholder Sustainability Questionnaire
 Local communities	Neighboring residents and local communities provided TSRC with diverse suggestions to drive TSRC's continuous efforts to reduce the potential or actual negative impacts of production activities and to actively expand the positive influence.	Environment <u>Climate Strategy and Greenhouse Gas Emissions</u> Society/People <u>Occupational Health and Safety</u> Governance <u>Governance, Integrity & Business Ethics</u>	Multiple Times Per Year/Irregular Basis - Community visits - Industrial Park Manufacturers Association Meetings - Information on the TSRC website Regular - Industrial Park Service Center Meetings - Stakeholder Sustainability Questionnaire	Environment - Visited local communities nearby the Kaohsiung Factory to understand their concerns Society/People - Actively participated in supplier association activities - Regularly sponsors school lunches for elementary schools in Dashe District of Kaohsiung every year - Understood the views and expectations of local communities through the Stakeholder Sustainability Questionnaire