

Report on Communication with Stakeholders in 2024

Stakeholders Identity	Issues of Concern	Communication Channel & Response Method	Execution Result
Shareholder / Investor	Economic performance Sewage and waste Environmental regulatory compliance Supplier environmental assessment	Contact: Senior Special Assistant Spokesman Skin Huang Phone: +886-2-8646-2111 #8010 Annual Shareholders' Meeting Investor conferences twice a year Phone & Email Company website stakeholder's section	In 2024, the Company release of 24 major messages in both Chinese and English and 19 announcements and was invited to participate in 2 investors conferences. Information disclosure on the "About Us" page of the Company's official website in both Chinese and English.
Director	Economic performance Socio-economic regulations compliance No discrimination Workforce Diversity and Equality Risk Management	Contact person: Head of Finance & Corporate Governance Jane Hsu Phone: +886-2-8646-2111 #8600 At least 5 times the Board of Directors every year Nominating Committee/ Remuneration Committee/Audit Committee/Sustainable Development Committee Phone/LINE/email Internal audit report CPA / Head of Audit and Corporate Governance Team Communication	In 2024, 7 Board Meetings, 6 Audit Committees, 5 Remuneration Committees, 2 Nomination Committees and 3 Sustainable Development Committee. From time to time, it provides Directors' training information and corporate governance news clippings and publicity conference materials for reference and conducts management publicity on preventing insider trading every year.
Customer	Customer health and safety Marketing and labeling Customer privacy Socio-economic regulations compliance Child labor	Contact: Senior Sales Vice President Joanne Lin Phone: +886-2-8646-2111 #8888 Customer satisfaction survey Customer business review meeting Interactive forums / Domestic & international exhibitions Company website stakeholder's section	In 2024, 66 pieces of information related to products, exhibitions and forums were published on Facebook. The community has accumulated more than 1,274 times, and the total number of followers was more than 1,333. YouTube current subscribers are 843. A total of 126 videos have been listed on YouTube, with 550,230 views. LinkedIn is used by 230 employees and has been followed by more than 8,070 people. INSTAGRAM has accumulated 132 posts and has 382 followers.
Employee	Economic performance Employer-Employee Relations Labor-Management Relations Education and Training Occupational health and safety	Contact: HR Director Sonny Hsu Phone: +886-2-8646-2111 #8110 Intranet site & email Employee welfare committee departmental meetings / Heads' meetings Employee feedback box / employee hotline Internal and external education and training	26 internal announcements in 2024. Regular monthly notification of education and training courses Axiomtek's e-newsletter is issued every month (contents include columns on finance and law, product innovation, Axiomtek Academy and Welfare Committee activities etc.)

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			Regular labor-management meetings. Self-employed factory nurses and special factory doctors regularly provide services on site and provide stress relief courses and health seminars.
Supplier	Anti-corruption Occupational health and safety Forced and compulsory Labor Customer privacy	Contact: Purchasing Manager Eva Liu Phone: +886-2-2695-3888 # 7150 Sharing of CSR with supplier & readiness evaluation Supplier survey On-site evaluation of supplier Company website stakeholder's section	Supplier evaluation is conducted once a quarter for quality, delivery and service, and the degree of follow-up contact with the supplier is determined according to the evaluation results. Regularly audit key parts suppliers.
Government	Environmental regulations compliance Health and safety of customers Socio-economic regulations compliance	Contact: HR Director Sonny Hsu Phone: +886-2-8646-2111 #8110 Corporate Governance Evaluation Participate in policy seminars and symposiums of the competent authority from time to time. Phone & Email Official correspondence Email Newcomer induction training	As a result of the 3 rd to 11 th (2016~2024) Corporate Governance Evaluations, Axiomtek has been listed in the top 5% of the TPEX listed companies for nine consecutive years.
Others (bank, neighborhood groups etc.)	Economic performance Anti-corruption Employer-Employee Relations Labor-Management Relations	Contact: HR Director Sonny Hsu Phone: +886-2-8646-2111 #8110 Actively participate in forums and seminars organized by various civil organizations and academic groups. Phone & Email Company website stakeholder's section Newcomer induction training	New recruits will clearly inform Axiomtek's six values during the newcomer guidance training on the first day of employment. One of them is "Integrity and Honesty", We abide by the business philosophy of honesty, pragmatism, and business ethics, and win the trust of customers. In the content of the guidance training, colleagues will also be informed that the Company's environmental, occupational safety, and health policy, stated that all operations of the Company must comply with laws and regulations.