



TSC Auto ID Technology Co., Ltd.

Report on Stakeholder Communication in 2025

Board of Directors report date: Dec. 26, 2025

Stakeholder Category	Significance to TSC	Communication Methods and Channels	Communication Frequency	Sustainability Issues of Concern	Implementation Result
Customer	Ensuring the provision of high-quality products and services that meet needs and expectations, enhancing customer satisfaction and loyalty, and building long-term partnerships	Direct contact by Sales Department via phone and email	Ad hoc	- Product Quality and Safety - Sustainable Supply Chain - Innovation Management	- Annual customer surveys are used to quickly adjust and improve customer satisfaction, strengthen customer relationships, and deepen business partnerships. - Every year, online/offline seminars around the world are held from time to time to improve direct and effective business communication, ensure understanding of customer needs, and enhance customer satisfaction. - Conduct customer surveys from time to time. - Direct contact with customers via telephone, emails and video conferences from time to time. - Cooperate with local sales and engineers from time to time to provide immediate assistance and solve global business and engineering problems.
		Company website and social media (e.g., Facebook)	Ad hoc		
		Physical events for distributors	Ad hoc		
		Customer satisfaction survey	Semiannually		
Staff	Creating an empowering, diverse, inclusive, and healthy work environment;	Internal newsletters e-	Quarterly	Corporate governance	Through policies of the quarterly staff meetings, monthly global management meetings, and headquarters management meetings, are communicated more accurately and cross-
		All-hands meetings	Quarterly		

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	promoting professional development and well-being; strengthening employee identification with and loyalty to the Company	Global strategy meetings	Regularly	- Information Security and Privacy - Occupational Health and Safety	departmental discussions and collaboration are enhanced. - Apart from the policy communication, the all-hands meeting also includes sharing cross-departmental activities, such as club events and team-building sessions, to enhance exchange and understanding among colleagues in other departments and plants. - The global strategy seminar has been held continuously throughout 2025, inviting senior executives from all over the world to participate in the formulation of the Company's strategy for the next 3-5 years, allowing for more comprehensive strategic thinking and more consensus and commitment in execution. - The issue of Global News Quarterly was published to share important information from each branch office and to recognize outstanding employees, so that employees distributed across different locations can stay informed about one another and become more cohesive overall. - Annual promotion and salary reviews ensure that employees are the right fit for their roles and receive appropriate remuneration accordingly. - The Company continuously revised the internal control procedures for the payroll and human resources cycles to ensure legal compliance, enhance operational efficiency, and provide clear
		Employee engagement surveys	Annually		
		Employee suggestion mailbox	Real-time		
		Labor-management conference	Regularly		
		Labor safety conference	Regularly		
		Foreign migrant worker meetings	Monthly		
		Employee Benefits Committee	Regularly		

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					guidelines for employees, thereby mitigating the risk of labor disputes. • The Company has implemented an employee stock purchase system to streamline the stock purchase process for employees. • From 2025 onwards, the Company will provide a “TSC Fertility Treatment Leave” that exceeds legal requirements. We hope this will help employees and their spouses reduce psychological stress during their journey to conceive, encourage shared participation and responsibility between partners, and further establish a gender-equal and family-friendly work environment. • The Company continues to offer employee referral bonuses to encourage employees to recommend outstanding candidates who embody TSC’s core values, thereby fostering a cohesive, high-performing team built on shared consensus. • In 2025, new overseas business travel safety management guidelines were introduced to protect employees’ rights and safety during business trips. • The Company conducts annual health check-ups for all employees to safeguard their physical well-being. Through various screening programs, the Company aims to help employees detect and treat potential hidden health issues at an early stage. The Company also allows employees’ family members to participate in the corporate health

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					check-up program at their own expense under preferential terms, thereby extending care to employees' family lives. • The company is organizing a "TSC Baby Camp" and will fully subsidize employees' children to attend the Carnegie summer character camp. Childhood is a crucial time for developing self-discipline and emotional management skills, which lay the foundation for self-confidence, communication, and interpersonal skills. Parents' participation in the process also contributes to the shared growth of family members and positive interpersonal interactions between families. • The first TSC Family Day was held at Taipei Dome in 2025, where employees and their families enjoyed an exciting baseball game and quality family time together. The Company Continues to practice family friendliness and employee care to create a workplace culture with a sense of belonging. • Implement annual performance management. Through goal setting at the beginning of the period, real-time feedback improvement during the period, and year-end evaluation, align the efforts of colleagues with the company's strategy to achieve organizational goals together. • The Company conducts a quarterly outstanding employee selection program and recognizes the awardees at the all-hands meeting. This initiative

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					enhances employees' motivation for learning and professional development. Through the nomination system, employees are encouraged to identify and acknowledge the strengths of others, thereby fostering a positive workplace culture. • The Company continues to operate the innovation committee and the employee innovation proposal program, offering substantial financial incentives to encourage innovation. It also provides the necessary resources to support employees in transforming their ideas into practical applications, enabling them to realize their full potential. • The Company launched the "Innovator DNA" Book Club, encouraging self-study and knowledge sharing to instill the principles of the innovators' DNA into employees' behaviors, enhance their innovation capabilities, and foster a common organizational language and network. • Through the promotion and implementation of Individual Development Plans, employees can continuously grow their skills while achieving the Company's objectives, gradually accomplishing their personal learning goals and advancing their career development. • The Company organizes leadership experience workshops to enhance supervisors' leadership skills and team collaboration, thereby

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					strengthening internal organizational connections and performance. • The Company updates the bookrack with new titles every month, allows employees to recommend books, and strengthens promotional activities. The goal is to cultivate employees' habits of continuous and self-directed learning while fostering a corporate culture of learning and knowledge sharing. • The Company has established a two-way communication platform between employers and employees through regular labor-management meetings, labor safety meetings and monthly meetings for migrant worker to create a healthy and friendly workplace. • In 2025, the Company continued to conduct the global employee opinion survey and provided versions in English and local languages to further strengthen the spirit of diversity, equality, and shared prosperity. Employees were also invited to discuss directions for improvement to create an outstanding workplace. The overall response rate across the company reached 99%, up from last year, reflecting employees' strong commitment to jointly creating a better workplace. In addition to the annual survey, employees may also provide feedback on their ideas and opinions to the Company through the suggestion mailbox at any time.

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					• In 2025, the Company continued to provide 24/7 year-round psychological counseling services and expanded promotion channels to make this resource more easily accessible to employees. The consultation topics cover managerial aspects, and through professional counseling combined with the monthly Sunny Mind Digest, employees are provided with more comprehensive mental health care. • The Company continues to offer health and life seminars, expanding beyond everyday legal topics and international communication series to include music appreciation and dessert workshops, enabling employees to achieve stress relief through these activities. • A biweekly health newsletter is published regularly to introduce common diseases and infectious illnesses, enhancing employees' preventive knowledge and response capabilities for an extra layer of health protection. • In 2025, a Mindfulness Week event was held to guide employees in practicing self-awareness and focus amidst their busy work schedules through simple mindfulness exercises and interactive activities. This initiative aimed to strengthen emotional regulation skills, enhance psychological resilience, and promote mind-body balance. • The new employee buddy program enables senior employees from different departments to provide

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					support to new employees in their daily lives. In 2025, the budget for the new employee buddy program was increased to provide more opportunities for cross-departmental interaction and help new employees quickly adapt to the corporate culture and working environment.
Business Partners	Promoting win-win collaboration, sharing market information and resources, achieving mutual growth and value creation, and ensuring collaborative efficiency and maximum results	Distributor conferences	Ad hoc	• Innovation Management • Sustainable Supply Chain • Product Quality and Safety	• Ad hoc distributor conferences: These events facilitate the exchange of cooperation strategies, sharing of market trends and product plans, and strengthen partner communication to boost business performance. • Ad hoc visits and meetings: We conduct regular visits and meetings to gain a deep understanding of distributor needs, offer technical and business support, promptly address any issues in the partnership, and ensure partner satisfaction. • The Product Management Department and the Sales Department maintain close contact via telephone and email: They quickly respond to partners' inquiries, ensure accurate information delivery, and maintain efficient communication. • Arranging online or in-person seminars as needed: Technological exchange and market insights are promoted; partner capabilities are enhanced; innovation and competitiveness are driven forward.
		Site visits and meetings	Ad hoc		
		Direct contact by Product Management and Sales Departments via phone and email	Real-time		

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Supplier	Ensuring supply chain stability, establishing fair and transparent procurement practices, promoting joint development, and enhancing overall sustainable competitiveness	Supplier conferences	Ad hoc	- Product Quality and Safety - Business Integrity - Sustainable Supply Chain	- Suppliers' incoming material quality and on-time delivery rates are regularly evaluated to ensure a stable supply of production materials that meet quality requirements. - The Company takes actions consistent with the Responsible Business Alliance Code of Conduct in the supply chain, establishes a supplier code of conduct, requires manufacturers to sign and complete the RBA self-assessment form, and cooperates with on-site audits and corrective actions. - Two REACH surveys have been updated by GPM in 2025 to ensure that the materials used in production comply with green regulatory requirements. - Carbon emissions survey of the top 10 suppliers' transportation.
		On-site audits	RBA audits: 3 times/year Quality audits: 12 times/year		
		Direct contact by Procurement and Quality Control Departments via phone and email	Real-time		
Shareholders / Investors	Providing accurate and transparent financial information, maintaining regular communication, ensuring business performance and returns meet investor expectations, and enhancing investment confidence	Annual Report	Annually	- Information Security and Privacy - Innovation Management	- From time to time, the Company's financial performance, operating status and future prospects are disclosed through the Market Observation Post System, the Company's website and annual reports. - Published the first Chinese and English sustainability report. - A shareholders' meeting (i.e. June 17, 2025) is convened annually to explain operating performance to investors. Shareholders' questions and the Company's responses are recorded in the
		Sustainability report.	Annually		
		Shareholders' meeting	At least once a year		
		Investor conference	At least once a year		
		Company website	Ad hoc		

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		Market Observation Post System	Ad hoc		meeting minutes, and the video and audio files of the meeting are also disclosed on the Company's website for investors to access. - Two institutional investor conferences were held in 2025 to enhance the company's exposure and transparency and to increase dialogue with investors. At least one audio or video file was also disclosed on the Market Observation Post System for investors to access. - The spokesperson and acting spokesperson communicate with investors through the spokesperson hotline and investor relations contact email on an ad hoc basis. - The Company provides English versions of shareholder meeting notices, meeting manuals, annual reports, meeting minutes, quarterly financial reports, and major announcements to enhance information transparency and increase international visibility.
Government	Comply with laws and regulations to ensure lawful and compliant operations, actively participate in policy dialogue and public affairs, and support the government's goals	Direct contact by Finance Department via phone and email	Ad hoc	- Corporate governance - Business Integrity - Climate Change Response	- The Company responded promptly to inquiries from regulatory authorities via phone, email, and official correspondence. - The Company periodically disclosed its operational information through the corporate website and the Market Observation Post System. - The Company complied with relevant regulatory laws and regulations by completing all required disclosures for the year, with no legal violations.
		Correspondence and official documents	Ad hoc		
		Company website	Ad hoc		

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	for sustainable economic, social, and environmental development.	Statutory disclosures (e.g. annual reports, financial reports the sustainability report, various filings)	Ad hoc		- The Company organized integrity and ethical business conduct awareness courses on an ad-hoc basis. - The Company participated in regulatory and policy briefing sessions as needed. - The Company engaged in the industrial park's regional joint defense organization. - The Company took part in tree adoption and greening activities within the industrial park.
		Ministry of Economic Affairs Longde and Lize Industrial Park Service Center	Ad hoc		
Local Communities	Supporting community development, engaging in public welfare and infrastructure projects, minimizing negative operational impacts, and promoting harmonious coexistence and mutual benefits between the Company and the community	NPO CSR activities	Ad hoc	- Social Engagement - Diversity and Inclusion - Human Rights Management	- In 2025, the Company established the CSR Passport system. Through a point-and-reward mechanism, it encourages employees to actively participate in various CSR activities, collectively building TSC's culture of social responsibility while fostering cohesion and a sense of belonging within the Company. - CSR activities continued in 2025. The Company has partnered with Eden Foundation to support D.D. Angels (children with developmental delays) through two volunteer-led companionship activities and offline event sponsorship, demonstrating tangible support for underprivileged children. - The first "Arbor Day" event was held in 2025 to encourage employees to support environmental sustainability through practical actions and put

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					their green commitments into practice. The Company organized activities and invited employees' family members and friends to participate, thereby promoting interaction between employees and their loved ones and strengthening team cohesion. • The Company collaborated with the Huashan Social Welfare Foundation to care for seniors through companionship and conversation, paying attention to their medication usage, meal conditions, physical health, recent significant life events, and daily care reminders, with the aim of providing support and companionship. The activities included: 1. Shoulder massage 2. Blood pressure measurement 3. Home visits and caring outreach 4. Dementia prevention card games A total of 10 seniors were visited at their homes. • The Company collaborated with the Genesis Social Welfare Foundation on "Step by Step for Love, Sustainable Journey Together" and donated 1,200 diapers to 20 patients in a vegetative state. The Company also participated in the Luodong Sports Park walking event to promote health, exercise, and social welfare, spreading love and building a sustainable community together.