

TSC Auto ID Technology Co., Ltd.

Report on Stakeholder Communication in 2024

Board of Directors report date: December 27, 2024

Stakeholders	Topic of concern	Communication channels and operation	Implementation result
Customer	<ul style="list-style-type: none"> ● Customer service ● Product Safety and Responsibility ● Risk management ● Legal Compliance ● Business ethics 	<ul style="list-style-type: none"> ● Customer satisfaction survey ● Customer meeting ● Customer Questionnaire ● By telephone, emails, and video conferencing 	<ul style="list-style-type: none"> ● 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

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			problems.
Investor	<ul style="list-style-type: none"> ● Company Operations Outlook ● Financial Performance ● Corporate governance 	<ul style="list-style-type: none"> ● Market Observation Post System ● Investors' area on the Company's website ● Financial reports / annual report ● Shareholders' meeting ● Investor conference ● Spokesperson and deputy spokesperson email and phone ● Disclosure of information in English 	<ul style="list-style-type: none"> ● 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. ● A shareholders' meeting (i.e., June 16, 2024) is convened a year to explain operating performance to investors, and shareholders' questions and the Company's responses are recorded in the shareholders' meeting minutes, and the video and audio files of the shareholders' meeting are also disclosed on the Company's website for investment people to read. ● Three institutional investor conferences were held in 2024 to enhance the company's exposure and transparency, and to increase the frequency of dialog with investors. At least one of the audio and video files was also disclosed on the Market Observation Post System

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			<p>for investors to read.</p> <ul style="list-style-type: none"> ● The email address and hotline of the spokesperson and acting spokesperson were set up to communicate with investors on an as-needed basis. ● Disclosure of shareholder notices, agenda handbooks, annual reports, minutes of shareholder meetings, quarterly Financial Statements, and material information announcements in English are now available to enhance communication with foreign investors.
Supplier	<ul style="list-style-type: none"> ● Supply Chain Management ● Transportation Carbon Emission Survey ● Environmental friendly raw materials survey 	<ul style="list-style-type: none"> ● Regular supplier evaluation ● Supplier code of conduct compliance declaration ● RBA self-assessment questionnaire and on-site audits ● Green product management (gpm) platform surveys ● Greenhouse gas inventory 	<ul style="list-style-type: none"> ● Suppliers are regularly evaluated based on the quality and on-time delivery rate of their materials to ensure a stable supply of production-grade materials that meet quality standards. ● Actions aligned with the Responsible Business Alliance Code of Conduct are implemented within the supply chain, including the establishment of a Supplier Code of Conduct. Suppliers are required to sign a compliance declaration,

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			<p>complete the RBA self-assessment questionnaire, and cooperate with on-site audits and necessary improvements.</p> <ul style="list-style-type: none"> ● In 2024, two REACH survey updates were completed through the Green Product Management (GPM) platform to ensure that production materials comply with green regulatory requirements. ● Transportation carbon emissions were surveyed for the top 10 suppliers.
Staff	<ul style="list-style-type: none"> ● The Company's Targets and Policies 	<ul style="list-style-type: none"> ● All-members meeting ● Headquarters management meeting ● Global management meeting 	<ul style="list-style-type: none"> ● Through policies of the quarterly staff meetings, monthly global management meetings, and headquarters management meetings, are communicated more accurately and cross-departmental discussions and collaboration are enhanced. ● Apart from the policy communication, the all-hands meeting also includes sharing at cross-departmental activities such as activities sharing and Team-Building sharing by the clubs to enhance the

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	<ul style="list-style-type: none"> ● Employee Compensation and Benefits 	<ul style="list-style-type: none"> ● Global Strategy Symposium ● Global News Quarterly ● Regular review of employees' work and salary 	<p>exchange and understanding of colleagues in other departments and plants.</p> <ul style="list-style-type: none"> ● The first global strategy seminar was held in 2024, 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 of each branch office and praise outstanding employees, so that employees distributed in different locations can know each other's status, and become more cohesive overall. ● Annual promotion and salary reviews ensure that employees are the right fit for the role they can make and receive remuneration accordingly. ● The Company revised the internal control procedures

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		<ul style="list-style-type: none"> ● Employee benefits in excess of statutory regulations 	<p>for the payroll cycle to ensure legal compliance, enhance process efficiency, and provide clear guidelines for employees, thereby reducing the risk of labor disputes.</p> <ul style="list-style-type: none"> ● Starting in 2024, the Company offers the TSC Family-Friendly Leave, which exceeds statutory requirements, to help employees balance work and family life and foster a supportive work environment. ● We increased the amount of employee referral bonuses and encourage employees to nominate outstanding talents with TSC core values to participate in and build a high-performance team with consensus. ● The Company organizes annual health check-ups for all employees to support their physical well-being, aiming to facilitate early detection and treatment of potential health issues through various screenings. To extend care to employees' families, the Company also offers a

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	<ul style="list-style-type: none"> ● Employee Training and Development 	<ul style="list-style-type: none"> ● Performance Evaluation and Reward 	<p>preferential health check-up program that employees' dependents may join at their own expense.</p> <ul style="list-style-type: none"> ● 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. ● Each quarter, outstanding employees are selected and recognized during the all-members meeting, which increases employees' motivation for learning and development. Through the nomination system, it also cultivates the ability to discover and recognize others, fostering a positive workplace atmosphere. ● The Innovation Committee and employee innovation proposal system have been established, offering substantial rewards to encourage innovation and

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		<ul style="list-style-type: none"> ● Education and training 	<p>providing the necessary resources to help employees turn their ideas into practical applications, enabling personal fulfillment.</p> <ul style="list-style-type: none"> ● Through the implementation of the Individual Development Plan (IDP), employees are provided with a learning and development direction that suits them, enabling them to progressively achieve learning goals and career development. ● We organize management leadership workshops to enhance the leadership capabilities of supervisors, deepen coaching-style leadership, and establish talent teams, strengthening internal connections and improving organizational performance. ● We promote eight reading group sessions, combining self-learning with sharing to enhance employees' innovative skills, while establishing a common communication language and interpersonal network within the organization.

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	<ul style="list-style-type: none"> ● Employee Relations and Care 	<ul style="list-style-type: none"> ● Labor-management conference ● Labor safety conference ● Migrant worker monthly meeting ● 2024 Employee opinion survey ● Employee suggestion mailbox 	<ul style="list-style-type: none"> ● We purchase book racks and new books every month to establish a culture of shared reading and foster habits of continuous learning and self-directed learning among employees. ● The Company has established a two-way communication platform between employers and employees through regular labor-management meetings, labor safety meetings and monthly meeting for migrant workers to create a healthy and friendly workplace. ● In 2024, we will expand the employee satisfaction survey globally, inviting employees to discuss improvement directions to create an excellent workplace. The annual increase in employee satisfaction is a strong testament to this effort. 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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		<ul style="list-style-type: none"> ● Health and lifestyle 	<ul style="list-style-type: none"> ● We have revised the regulations on the prevention of sexual harassment and unlawful treatment in the workplace, integrating both internal and external complaint channels and setting up an independent grievance hotline to ensure the safety of our employees and provide a secure workplace environment. ● In 2024, the psychological counseling services have been expanded to 24/7 year-round, with new management-related topics added to the consultation agenda. Through professional counseling, combined with the monthly "Good Mood Digest," we provide employees with more comprehensive mental health care. ● Continuously hold lectures on health and life. In addition to learning about life laws and international communication series, also add stress relief workshops to help staff understand and practice stress relief techniques, applying them

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		<ul style="list-style-type: none"> ● Team-building ● EAP solutions 	<p>in daily work and life.</p> <ul style="list-style-type: none"> ● We regularly provide health biweekly reports, introducing common diseases and infectious diseases to enhance employees' preventive knowledge and response capabilities, providing an additional layer of health protection. ● In 2024, the Company's team-building activities integrated ESG elements to encourage cross-departmental interaction while also contributing to society and the environment. This initiative aimed to raise employees' awareness of social responsibility and strengthen their sense of belonging to the organization. ● In the 2024 Sports Week expanded participation by inviting employees' family members to join the step counting contest. This fun and engaging approach helped employees develop regular exercise habits, promoting both physical health and stress relief.

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			<ul style="list-style-type: none"> ● To help relieve the emotional stress built up over more than two years of COVID-19 travel restrictions and to reward employees for their continued dedication, the Company increased subsidies for overseas travel in 2024. ● In 2024, a uniquely creative Christmas celebration was held, leading employees to decorate the office and offer blessings to others, spending a year-end filled with gratitude and warmth. ● The year 2024 marked the first year of CSR implementation. The Company partnered with Eden Social Welfare Foundation to care for “slow-flying angels” (children with developmental delays) through two volunteer events and an online donation project, demonstrating tangible support for underprivileged children. ● We also organized TSC Baby Camp, a character education program that

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			<p>helps children develop self-confidence, communication skills, emotional awareness, and the ability to build harmonious relationships with others.</p> <ul style="list-style-type: none"> ● In celebration of Earth Day, the Company held a charity sale encouraging employees to donate unused items—giving them a second life and reducing waste. All proceeds from the sale were donated to charity.