

Stakeholder Engagement in 2024

1. Our stakeholder engagement activities for 2024 were reported to the Board of Directors on May 8, 2025.
2. Foxtron follows the five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES): Dependency, Responsibility, Tension/Attention, Influence, and Diverse Perspectives. We have identified and categorized the following seven types of stakeholders closely related to the Company's operations, including shareholders/investors, customers, employees, government agencies, suppliers/contractors, media, and society.

Stakeholder Type	Issues of Concern	Engagement Methods	Communication Frequency	2024 Engagement Performance	2024 Engagement Topics
Shareholders/ Investors	<ul style="list-style-type: none"> • Corporate governance • Financial performance • Legal Compliance • Privacy management • Climate change management 	Annual General Meeting	Once per year	5/23	<ul style="list-style-type: none"> • Business operations • Financial status • GHG management
		Distributing the Annual Report	Once per year	5/2	
		Investor conferences	Twice per year	8/12、12/23	
		Material information disclosure on the Market Observation Post System (MOPS)	Occasional	19 posts	
		Board of Directors meetings	Quarterly	5 meetings	
Customer	<ul style="list-style-type: none"> • Customer relationship management • Product quality management 	Visits with customers/ conference calls	Regular/ Occasional	<ul style="list-style-type: none"> • Monthly production and sales coordination meetings • Weekly quality meetings 	<ul style="list-style-type: none"> • Product and specification setting and adjustments • Quotation and pricing negotiations • Project and sales contract negotiations • Production/sales coordination, sales targets, and promotions • Quality issue resolution and improvements 2024 HHTD
		Customer Satisfaction Survey	Once per year	Conducted once; average customer satisfaction: 83.8%	<ul style="list-style-type: none"> • Product quality, delivery periods, services, and technical performance

Employee	<ul style="list-style-type: none"> • Labor relations • Workplace diversity and equality 	Labor-management meetings	Quarterly	8 sessions	<ul style="list-style-type: none"> • Workplace environment improvements • Company regulations and policies • Compensation and benefits
		Workplace human rights issue management	Since 2024	Announced on May 20	<ul style="list-style-type: none"> • Management and promotion status of the Foxtron Human Rights Policy
		Online/in-person forums	Occasional	5 sessions	<ul style="list-style-type: none"> • Human rights • Preventing workplace sexual harassment • Diversity, equality, and inclusion • Health promotion
	<ul style="list-style-type: none"> • Occupational safety and health 	Regulations of Occupational Safety and Health Management	Annual	<ul style="list-style-type: none"> • 1 new regulation introduced • 5 regulations updated 	<ul style="list-style-type: none"> • Foxtron Occupational Safety and Health Policy • Legally-mandated updates to the Occupational Safety and Health Management Plan
		Occupational Safety and Health Management Plans/trainings&promotions	Regular/Occasional	<ul style="list-style-type: none"> • 3 Management plans • 5 training sessions • 10 awareness promotions 	<ul style="list-style-type: none"> • Preventive measures for hazards related to machinery, equipment, or materials • Investigation of occupational injury incidents and assessment for return-to-work • Environmental monitoring of Baogao Industrial Park buildings • Fire drills in Xindian and Sanyi • Training on workplace violence prevention • Refresher training for occupational safety and health certifications
		Workplace health promotion services	Regular/Occasional	<ul style="list-style-type: none"> • 1 on-site physician service per quarter • 8 health e-newsletters • 2 health seminars 	<ul style="list-style-type: none"> • On-site physician services • Health promotion activities • Health e-newsletters • Health seminar videos
	<ul style="list-style-type: none"> • Information Security 	Information security promotion and drills	Occasional	Conducted 1 drill	<ul style="list-style-type: none"> • Conducted a drill focused on phishing email security and social engineering

Government Agencies	<ul style="list-style-type: none"> Corporate governance Financial performance Legal Compliance 	Official correspondence	Occasional	Average 30 per month	<ul style="list-style-type: none"> Current and future regulations Company operations
		Designated point of contact		Occasional emails, phone calls, and visits to competent authorities	
		Participation in competent authorities' policy seminars and regulatory forums		On average, 1 session per quarter	
Suppliers /Contractors	Sustainable supply chain management	Supplier ESG Management Guidelines	Since 2024	<ul style="list-style-type: none"> 2 new guidelines introduced 221 suppliers signed the commitment 	<ul style="list-style-type: none"> Supply Chain Management Policy Social and Environmental Sustainability Commitment Supplier Sustainability Risk Assessment
		ESG audits	Occasional	25 sustainability self-assessments conducted	<ul style="list-style-type: none"> Waste compliance management Greenhouse gas and energy management Water resource management Human rights and labor rights Occupational safety and health
		Product showcase event	Annual	10/8	2024 HHTD
		Email-based awareness promotion	Occasional	9/30	Security regulations for outsourced information services
	Occupational safety and health	<ul style="list-style-type: none"> Self-inspection for hidden hazards and deficiencies Joint safety and health inspections with contractors 	Occasional	<ul style="list-style-type: none"> 22 self-inspections conducted 10 joint inspections conducted 	In 2024, 30 hidden hazards were identified; all 30 have been rectified
Media	<ul style="list-style-type: none"> Corporate governance Financial performance 	Media press releases	Occasional	21 releases	<ul style="list-style-type: none"> Monthly revenue announcements Shareholders' meetings Foxtron corporate events Group joint activities
	Customer relations management	Company website updates	Occasional	37 updates	<ul style="list-style-type: none"> Revenue announcements Shareholders' meetings/investor conferences News releases Corporate sustainability information Document updates required by public company regulations

		<ul style="list-style-type: none"> • Media interviews • Press conferences • Test drive events 	Occasional	6 media sessions	<ul style="list-style-type: none"> • Media interactions after shareholders' meetings and investor conferences • On-site engagement with media during events
Society	• Social inclusion	Industry-academia collaboration	Annual	Partnerships with 3 universities	<ul style="list-style-type: none"> • Collaborated with a National Taipei University of Technology vehicle laboratory • Provided scholarships to master's and doctoral students at National Taiwan University and National Taipei University, with NT\$341,333 awarded over the years