



## Sonix Technology Co., Ltd.

# Stakeholder Engagement: Concerned Issues, Communication Channels, and Responses

Report to the Board of Directors Date :  
December 19, 2025

Stakeholder	Concerned Issues	Communication Channels & Frequency	2025 Performance
Shareholders / Investors	<ul style="list-style-type: none"> <li>● Corporate Governance &amp; Risk Management</li> <li>● Integrity &amp; Compliance</li> <li>● Financial Performance</li> <li>● Sustainable Product Innovation and Development</li> <li>● Information Security and Customer Privacy</li> </ul>	<ul style="list-style-type: none"> <li>● Annual Shareholders' Meeting</li> <li>● Hold investor conferences occasionally to communicate with investors</li> <li>● Publish various material information and disclose financial and business information on the company website and the Market Observation Post System (MOPS)</li> <li>● Established Stakeholders Concerns on the company website, providing email addresses and contact phone numbers as direct communication channels</li> </ul>	<ul style="list-style-type: none"> <li>● Annual Shareholders' Meeting completed on June 19, 2025</li> <li>● Held 4 investor conferences to present the company's operational results</li> <li>● Promptly released material information in both Chinese and English on the Market Observation Post System (MOPS); completed quarterly financial reports, annual reports for the shareholders' meeting, and all mandatory periodic and non-periodic filings</li> </ul>
Employees	<ul style="list-style-type: none"> <li>● Occupational Health &amp; Safety</li> <li>● Talent Attraction &amp; Retention</li> <li>● Employee Rights &amp; Diversity</li> <li>● Training &amp; Development</li> </ul>	<ul style="list-style-type: none"> <li>● Communicate and release information through the company website and newsletters</li> <li>● Two-way communication through semi-annual performance appraisals</li> <li>● Hold Sonix Lectures occasionally, inviting professionals to give speeches and providing activities covering arts, leisure, health, financial management, and family for employees</li> <li>● Organized welfare activities such as birthday celebrations, company trips, health exams, and</li> </ul>	<ul style="list-style-type: none"> <li>● Held 4 Sonix Lectures.</li> <li>● Organized domestic and overseas company trips and various welfare activities (birthday parties, health exams, and anniversary events)</li> <li>● Send out monthly newsletters to provide various information</li> <li>● Held 2 labor-management meetings</li> <li>● Work injury rate maintained at 0%</li> </ul>

Stakeholder	Concerned Issues	Communication Channels & Frequency	2025 Performance
		anniversary events ● Conduct questionnaires occasionally to understand employee needs and suggestions as a basis for policy adjustments ● Held labor-management meetings	
Customers	● Product Quality & Service ● Information Security and Customer Privacy	● Communicate and understand customer opinions and needs through distributor meetings held occasionally ● Communicate with customers through phone calls, email, and visits occasionally ● Conduct customer satisfaction surveys	● Conducted real-time communication through distributor meetings to understand customer needs ● Conducted customer satisfaction surveys and implemented improvements based on feedback ● Zero privacy violation complaints in 2025
Suppliers	● Supply Chain Management ● Product Quality	● Annual supplier audits ● Supplier Letters of Guarantee and Declarations: Occasionally	● Completed supplier audits ● All external suppliers rated as "qualified"
Authorities	● Integrity & Compliance ● Governance & Risk Management ● Energy & GHG Management ● Climate Change Factors	● Financial & Annual reports ● Regular financial briefings and exchange meetings: Occasionally ● Annual Corporate Governance Evaluation ● Material information releases : At any time	● Tax Filing: Completed filings in accordance with the prescribed schedule ● Official Documents and Material Information: Disclosed in accordance with regulations ● Market Observation Post System (MOPS): Disclosed in accordance with regulations ● In the current year, all requirements from competent authorities were followed and filings were submitted periodically in compliance with the law ● No major regulatory violations in 2025

Stakeholder	Concerned Issues	Communication Channels & Frequency	2025 Performance
			<ul style="list-style-type: none"> <li>Ranked in the top 36%-50% in the Corporate Governance Evaluation</li> </ul>
Society	<ul style="list-style-type: none"> <li>Social Investment &amp; Participation</li> </ul>	<ul style="list-style-type: none"> <li>Social welfare &amp; donations</li> <li>Industry-academic collaborations</li> </ul>	<ul style="list-style-type: none"> <li>Continue to assist underprivileged groups and support social welfare organizations, such as World Vision, World Peace Alliance, Boyo Social Welfare Foundation, and Ling Jiou Mountain Charity Foundation</li> <li>Conducted donations &amp; industry-academic collaborations</li> </ul>