



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

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		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

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			<ul style="list-style-type: none"> ● Ranked in the top 36%-50% in the Corporate Governance Evaluation
Society	<ul style="list-style-type: none"> ● Social Investment & Participation 	<ul style="list-style-type: none"> ● Social welfare & donations ● Industry-academic collaborations 	<ul style="list-style-type: none"> ● 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 ● Conducted donations & industry-academic collaborations