

Stakeholder	Stakeholder Importance	Key Sustainability Topics	Communication Channels and Methods	Communication Frequency	2024 Key Communication Achievements	Communication Contact
Employees	GCM's high manufacturing quality is closely linked to employee competence, regular reviews, and continuous improvements in occupational health and safety. Therefore, prioritizing employee well-being is the foundation for enhancing core business operations.	Talent Attraction and Retention, Talent Development and Training, Diversity, Equity, and Human Rights, Occupational Health and Safety	Phone, email, and other communication software	Realtime/Irregular	In 2024, there were zero complaints related to recruitment and employment violations.	James Chen, Manager 02-29015153 #270
			New employee orientation training	Irregular	In 2024, pre-employment training on labor regulations and occupational safety and health for new employees included 49 sessions, involving 65 participants, totaling 260 hours.	
			Human rights issue monitoring	Irregular	In 2024, six seminars on human resources and labor laws were conducted, with 67 participants, totaling 85.5 hours.	
			Human rights protection training	Irregular	In 2024, human rights protection-related training covered topics such as human resources, occupational safety and health, self-defense fire safety training, disaster prevention drills, information security, workplace hazard prevention, and food safety awareness. A total of 79 sessions were held, with 833 participants, totaling 2,297.5 hours.	
			Internal on-the-job training	Irregular	In 2024, internal on-the-job training included workplace environment, quality and safety awareness, production processes and equipment operation, hazard communication programs, and audit deficiency improvements. A total of 67 sessions were conducted, with 574 participants, totaling 676.5 hours.	
			External on-the-job training	Irregular	In 2024, external on-the-job training covered machinery operation and related tasks, corporate governance and management, professional technical skills, and specialized business functions. A total of 29 sessions were conducted, with 43 participants, totaling 274 hours.	
			Occupational safety and health self-inspection plan	Once per month	Monthly reports are submitted on a regular basis.	
			External seminars	Irregular	A workplace accident prevention plan has been developed.	
			Management regulations and policy promotion	Irregular	The occupational safety and health work regulations have been revised.	
Shareholders	Shareholders and investors are the driving force behind a company's sustainable operations and the creation of social well-being.	Corporate Governance, Business Performance, Regulatory Compliance, Risk Management	Holding investor conferences and shareholder meetings	Irregular Annually	Two investor conferences were held on May 17 and October 8, 2024. One shareholder meeting was held in 2024.	Jessie Chiang, Manager 02-29015153 #290
			Announcing major information, financial, and operational updates through the Market Observation Post System and the company's website	Irregular	A total of 18 major announcements were published in both Chinese and English.	
					Hosted visits from three domestic and international institutional analysts.	
Community /Society	By participating in industry associations to facilitate information exchange, collaborating with academia to cultivate industry talent, and regularly engaging in public welfare activities, we contribute to society.	Air Pollution Management, Water Resource Management, Diversity, Society, and Human Rights, Social Participation	Sponsoring community and school activities	Irregular	1.The scholarship application process began in October 2024, and disbursements were completed in December. A total of 52 underprivileged students from six elementary and junior high schools benefited, with total scholarships amounting to NT\$189,000. 2.For the Mid-Autumn Festival, the company collaborated with the Taichung City Association for the Deaf and the Taiwan Down Syndrome Foundation to purchase 288 gift boxes from each organization, totaling 576 boxes, in support of social welfare. 3.The company donates rice, cooking oil, salt, and other daily necessities to local leaders during three major festivals each year to support disadvantaged families in the community. Additionally, prizes are provided for community event raffles during major holidays. The total donation amount in 2024 was NT\$47,933. 4.Sponsored graduation ceremonies at Wenying Junior High School and provided stationery and gifts for Fugang Junior High and Elementary School's anniversary and graduation ceremonies, with a total sponsorship amount of NT\$26,305.	Ting Yi Lin, Deputy Plant Director 03-4721517 #312
			Communication via phone calls and letters	Irregular		
Customers	GCM maintains efficient communication with customers, provides high-quality products, ensures timely delivery, and actively establishes long-term cooperative relationships with clients.	Product Quality and Safety, Innovation Management and R&D, Business Continuity Management, Customer Service	Frequent communication via phone, email, and other messaging platforms	Realtime/Irregular	Implemented the ISO-9001 Quality Management System.	Domestic Sales: Tiger Liu, Manager 02-29015153 #250 Export Sales: Carol Zheng, Manager 02-29015153 #280
			Video conferences and in-person discussions	Realtime/Irregular	Implemented the FSSC 22000 Food Safety Management System.	
			External communication mailbox	Irregular	Customer satisfaction survey results for 2024: Domestic sales scored 90, export sales scored 83, with a maximum score of 100.	
			Customer satisfaction surveys	Irregular		
			Customer complaint system	Response within one week		
Suppliers	Material quality and supply are closely linked to GCM's operations. Through communication and evaluation, we ensure that suppliers meet quality and supply requirements without issue.	Supplier Management, Business Continuity Management	Frequent communication via phone and email	Realtime/Irregular	50 raw material suppliers were evaluated as A-grade in 2024.	Arthur Liao, Manager 02-29015153 #260
Media	Media coverage of GCM influences the company's reputation and visibility. Maintaining positive relationships with the media brings favorable impacts on corporate image.	Corporate Governance, Innovation Management and R&D, Human Rights, Social Participation, Economic Performance, Regulatory Compliance, Air Pollution Management	Communication via phone and email	Realtime/Irregular	Company-wide media announcements are released centrally.	Jessie Chiang, Manager 02-29015153 #290
Government Agencies	By closely monitoring regulatory trends and government environmental laws, we ensure compliance with the latest legal requirements.	Corporate Governance, Human Rights, Economic Performance, Regulatory Compliance, Air Pollution Management	Company revenue	Regular	1.Public disclosures are carried out on the 10th of each month according to regulations.	Y Sun, Section Chief 02-29015153 #216
			Company financial reports	Regular	2.Financial report submission schedule: February 27: 2023 annual financial report May 3: Q1 financial report August 2: Q2 financial report November 12: Q3 financial report	
			Tax filing	Annually	3.Tax filing was completed on May 24, 2024.	
			Air pollution management	Regular	4.Air pollution reporting and payment are completed by the end of January, April, July, and October each year.	James Chen, Manager 02-29015153 #270

Note: The stakeholder communication details mentioned above were reported to the Board of Directors on November 5, 2024.