

Implementation of Employee Welfare Measures

- 1) Meetings with new employees are held from time to time to open up channels of communication so as to learn and respond to employees' opinions.**
- 2) Quarterly meetings on labor and management negotiation are held to build a communication mechanism between the two parties, in order to improve the employees' teamwork.**
- 3) Abide by “Gender Equity Education Act” and “Labor Standards Act,” both males and females have the equal rewarding conditions and chance of promotion. We hire people with disability and aboriginals, providing excellent work environment and ensuring equal opportunity in employment, creating a friendly workplace of equality and diversity inclusion.**
- 4) In response to the government's campaign for breastfeeding, nursery rooms have been set up while the supply of childcare services has been continued through outsourcing to take care of children under compulsory school age of employees.**
- 5) Parking spaces for cars and motorcycles have been reserved exclusively for pregnant women.**
- 6) Basketball courts and fitness rooms have been set up to encourage employees to exercise.**
- 7) Employee travel and club activities are held to encourage diverse relaxation methods and enhance mental health.**
- 8) The Staff canteen has been installed, and meals are prepared by professional chefs to ensure the hygiene and safety of the food.**
- 9) Medical staff has been delegated by the professional consulting agency to provide medical consulting to employees.**
- 10) Health check-up contracted with medical institution and the subsidies.**
- 11) A five-floor staff dormitory and another four one, located at Chung Gang plant and Taichung main plant**

respectively, are equipped with Wi-Fi, air conditioners, refrigerators, washing machine and other facilities to issue comfortable space for employees.

- 12) Optimization of workplace environment. The Taichung main plant has established an image hall and continuously upgrades hardware and software facilities to build quality working environment, improve working mood and enhance working efficiency for employees.

(1) Implementation of Employee Welfare and Retirement System:

The Company has complied with the provisions of the Labor Standards Act and the Labor Pension Act. The establishment of the employee retirement procedure falls under the defined contribution plan. According to the regulations, the company's monthly contribution rate for labor retirement pension shall not be less than 6% of the employee's monthly salary. In accordance with the employee retirement procedure established pursuant to the said regulations, the company allocates funds to the pension account each month based on the employee's insured salary contribution rate.

As of December 2024, the allocation ratios for labor pension under the old system, new system, and employee voluntary contributions are as follows:

Item	No.of employees	Self-contribution rate (%)	Self-contribution amount (NT\$ thousand)	Pension account
Old system	98	7%	291,210 (Accumulated)	Tahsin Account, Labor Pension Reserve Fund, - Bank of Taiwan
New system	200	6%	5,825	Employee Account, Bureau of Labor Insurance
Self-contribution	38	6%	1,096	“