

Employee's Participation in Professional Continuing Education and Training Every Year:

- (1) Following the perspective of pragmatism and sustainable operation, the Company has established an extensive talent education system. As part of our talent development framework, we have established a comprehensive competency training program for employees at all levels, including onboarding training, advanced professional training, and leadership development programs. A diverse range of learning channels is provided to support continuous learning through multiple approaches, enriching resources to enhance learning effectiveness. In addition, through job rotations and overseas assignments, employees are given key responsibilities and challenges to foster both professional expertise and leadership capabilities.**
- (2) Training courses include on-site and off-site general courses, professional courses, regulations courses, welfare courses, health lectures, information security promotion, fire drills, etc. While various departments plan and arrange courses of professional education and training, Information Management Division manages training courses for internal management personnel as a whole within the Company. Before the end of each year, each department may make plans for relevant courses for the next year depending on the needs of the work, and implement according to the plan after being approved. In addition, Management Department is responsible for organizing common courses of the whole company as well as documenting and the filing and preservation of the implementation related records.**

(3) To ensure compliance with insider trading regulations, a training program is provided to insiders and senior managers. In 2024, a total of 60 individuals completed this training program with a 100% completion rate achieved. 15 days before the announcement of quarterly financial reports and 30 days before the announcement of annual financial reports, each director shall be notified via email about the prohibition of trading the company's stock during that particular period. Additionally, the latest information on insider trading is published annually on the company's internal platform to reinforce employees' understanding and compliance regarding insider trading regulations.

(4) In 2024, the Company conducted a total of 22 off-site training sessions, with 25 trainees and a total of 278 training hours. The total training expenses for the entire company amounted to NT\$ 130,000. The Company conducted a total of 51 internal training sessions for insiders and employees of the Company in 2024, with 3,074 trainees and a total of 107 training hours.

Course category	Course content	Number of participants	Hours	Fees
External training courses	Greenhouse gas inventory leading standards Refresher training on first-aid and fire safety Forklift operator training Tax and financial knowledge workshop Common faults in financial statement review Sustainable information disclosure and management policies	25	278	130,000

	Practical operations of Internal Control and Personal Data Protection Act Insider trading prevention awareness session			
Internal training course	Workplace problem-solving skills Linux/SQL Financial professional subject training Raw material knowledge and quality focus Design color matching strategies Health seminar and DIY gardening Workplace unlawful infringement prevention Labor safety and health seminar C-TPAT pest control Material control/inspection procedures Folding process equipment operation standards	427	84.5	--
Regulatory courses	Prevent insider trading propaganda Corporate governance business operations Equity trading legal compliance Important information law promotion Business Ethics Regulations promotion	60	12	-
Information security course (distance learning)	Social engineering and network camera cybersecurity, generative AI Social engineering and personal information security	242	2.5	—
Fire drill	Disaster prevention and protection, fire safety and evacuation	2,345	8	