

## **Measures Aimed at Preserving the Rights and Interests of Employees: The implementation is effective.**

- (1) Since November 2020, the Company assigned a physician and a nurse to provide employees with medical consulting and health guidance. The nurse will provide on-site service at the headquarters six times a month (two hours a time) and at the Zhonggang plant twice a month (two hours a time), and the doctor will provide on-site services six times a year (two hours a time). They will provide employees with regularly recorded health data and preventive measures, professional guidance on nutrition, exercise, and other advices to help employees develop healthy habits through everyday lifestyle practices, thereby preventing or delaying the onset of chronic diseases.**
- (2) To promote employee healthy lifestyle and adjustment to workplace stress, internal health lectures, handicraft and horticulture sessions, and in-formation sharing are held irregularly for more effective management to relieve physical and mental stress.**
- (3) Taking care of employees and maintaining a safe working environment have been the priority of the Company. In addition that the health checkup contracts with medical institutions, medical devices in the case of emergency are purchased to ensure employees lives and safety.**
- (4) To better understand employee needs and optimize internal management mechanisms, the Company conducted the 2024 Employee Satisfaction Survey between April and May 2025. Based on the results, areas with lower satisfaction scores were identified, and follow-up communication and improvement plans were formulated accordingly.  
The survey covered six key dimensions: sustainable development business philosophy, team operations, work environment and safety, salaries and benefits, employee welfare, and occupational training and development. The implementation status and corresponding improvement plans are as follows:**

<b>Target Group</b>	<b>All Company Employees</b>	
<b>Evaluation Items</b>	<b>A. Sustainable development business philosophy</b> <b>B. Team operations</b> <b>C. Work environment and safety</b> <b>D. Salaries and benefits</b> <b>E. Employee welfare</b> <b>F. Occupational training and development</b>	
<b>Number of Respondents</b>	<b>285</b>	
<b>Coverage Rate</b>	<b>95%</b>	
<b>Responsible Department</b>	<b>Sustainability Committee Task Force</b>	
<b>Survey Frequency</b>	<b>Once a year</b>	
<b>Survey Period</b>	<b>2024/1/1~2024/12/31</b>	
<b>Survey Results</b>	<b>Overall employee satisfaction</b>	<b>70 %</b>
	<b>Sustainable development business philosophy</b>	<b>73 %</b>
	<b>Team operations</b>	<b>73 %</b>
	<b>Work environment and safety</b>	<b>71 %</b>
	<b>Salaries and benefits</b>	<b>66 %</b>
	<b>Employee welfare</b>	<b>67 %</b>
	<b>Occupational training and development</b>	<b>67 %</b>

<b>Recommendations for Improvement</b>	<p><b>Based on the survey results, the following are recommendations for improvement in 2025:</b></p> <p><b>1. Suggestions related to the six key evaluation areas will be reviewed and reported by the Sustainability Committee Task Force, and then submitted to the Board of Directors.</b></p> <p><b>2. For other improvement suggestions, they will be reviewed by the relevant departments, with prompt understanding, handling, and follow-up tracking.</b></p>
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