

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

- (1) From the perspective of pragmatism and sustainable operation, the Company has established an extensive talent education system which includes procedures for orientation training and on-the-job training, and incentives for foreign language learning. Additionally, training courses and workshops on various topics are organized from time to time to provide employees with a variety of learning channels, rich learning resources, to improve learning performance and create a friendly workplace environment. Furthermore, the Company has been fostering professionals and future leaders through job rotation, overseas posting, and challenging job assigning.**
- (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 2023, a total of 64 individuals completed this training program with a 100% completion rate achieved. 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) The Company has organized a total of 52 times education and training for insiders and employees in 2023, with 3,604 trainees and total 103.5 training hours; The number of off-site education training totaled 22 courses, consisting of 35 participants and 735 hours of training. The company-wide education and training cost was NT\$220,000.

Course category	Course content	Number of participants	Hours	Fees
Internal training course	Product flow Environmental recycling brand marketing drawing software Fire Escape Safety Mechanical protection Health and Stress Relief Lecture Series	509	80	-
External training course	Sustainable development of corporate talents Pattern correction skills, specialty class Regulations on Preparation of Corporate Financial Reports Greenhouse gas inventory standards	35	735	220,000
Regulatory courses	Prevent insider trading propaganda corporate governance business operations Equity trading legal compliance Important information law promotion Business Ethics Regulations promotion	64	12	-
Information security course (distance learning)	Introduction to basic networking concepts and email social engineering	258	3	—
Fire drill	Disaster prevention and protection, fire safety and evacuation	2,773	8.5	