

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

- (1) The Company values the employees' health and rights. Apart from the good working environment and reasonable compensation, the Company encourages employees to have more outdoor activities.**
- (2) Since November 2020, the Company assigned a physician and a nurse to provide employees with professional consulting. The nurse will provide on-site service six times a month (two hours a time) and 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 health check-ups, precautions, and other important matters.**
- (3) To promote physical and mental health in the workplace and adjust to workplace stress, internal health lectures and in-formation sharing are held irregularly for lessons of effective management to relieve physical and mental stress.**
- (4) 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.**