

The company's employee welfare measures, further education, training, retirement system and their implementation, as well as labor-management agreements and employee rights protection measures

(1) Employee welfare measures:

The company provides labor health insurance, labor retirement funds, group insurance, regular employee health checks, food subsidies, parking subsidies, travel subsidies, private car fuel subsidies, employee travel subsidies, on-site doctor health consultations, massage services, year-end banquets, bonuses, employee dividends, birthday gifts, Labor Day coupons, Dragon Boat Festival coupons, Mid-Autumn Festival coupons, employee stock subscriptions, and wedding, funeral, hospitalization and childbirth subsidies to take care of the lives of employees. In addition, to encourage childbirth, a childbirth bonus is provided.

(2) Employee training and development:

The company has established "Education and Training Management Measures" to cultivate employees' professional knowledge and skills, enable them to exert their functions, increase work efficiency, ensure work quality, and achieve the goal of sustainable management and development. In addition to education and training for new employees to quickly integrate into the organizational team, department heads and employees can also cooperate with the project needs of internal and external environmental trends to hold company-wide or departmental training courses, seminars, etc., and establish "On-the-job Continuing Education Management Measures" to provide employees with on-the-job continuing education subsidies, strengthen employees' complete training and continuing education channels, so as to enhance employees' professional capabilities and core competitiveness.

(3) Retirement system and implementation status:

The Company allocates 4% of the total salary paid to the retirement reserve fund in accordance with the Labor Standards Act every month to the retirement fund account in the Bank of Taiwan. In addition, in conjunction with the implementation of the Labor Pension Act (new system), employees who were originally subject to the old retirement fund system and whose service years after choosing to apply for the new system or employees who started working after the implementation of the new system will be changed to the fixed allocation system. For the fixed allocation retirement method, the Company will allocate funds to the labor retirement individual account of the Labor Insurance Bureau at a rate of no less than 6% of the monthly salary of the employees in accordance with the provisions of the Labor Pension Act.

(4) Agreement between labor and management:

All regulations of the company are in accordance with the Labor Standards Act. Employees can communicate with the company on issues such as company systems and work environment through labor-management meetings, welfare committees, and employee meetings to maintain good interaction between labor and management.

(5) Status of various employee rights protection measures:

The company has established relevant management methods and systems to clearly define the rights, obligations and welfare items of employees, and regularly reviews and amends relevant methods and systems to safeguard the rights and interests of all employees.