

Employee Welfare Measures and Implementation

- **Employee Welfare Program of 2024:**

Items	Number of Persons who Participated
Employee Stock Ownership Trust	1,417 persons
Education and Training	573 persons
Regular Physical Checks	226 persons
Wedding and funeral grants	12 persons
Birthday cash gifts	295 persons
Scholarship for staff's children	33 persons
Team building and festival activities and events	580 persons
Spring festival bonus and seniority bonus	611 persons
Welfare products	280 persons
Lottery activity	299 persons
Employee travel	111 persons

- **Pension Scheme and Implementation:**

Pension System	New Labor Pension System
Applicable laws and regulations	Labor Pension Act
Contribution	6% of an employee's salary will be contributed to the personal account at the Bureau of Labor Insurance based on the classification of insurance of such employee
Contribution Amount	An amount of NT\$12,840,000 was contributed in 2024