

## Company Workplace Gender Equality and Diversity Policy

Our company is committed to providing employees with a dignified and safe working environment. We implement diversity in our hiring practices and ensure fairness in compensation and promotion opportunities. We guarantee that employees will not face discrimination, harassment, or unequal treatment based on race, gender, religious beliefs, age, political orientation, or any other condition protected by applicable laws.

We value employee diversity, and we have significantly increased the employment of individuals with disabilities, surpassing the mandated number under the Disability Rights Protection Act (which requires employing 7 individuals, we have employed double the amount, with a focus on those with severe disabilities, counting each person as two). Additionally, for the 8 indigenous employees currently employed as of 2022, we respect their cultural customs, and there have been no incidents violating their work rights and human rights.

### Employee Ethnicity Indicators

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Category	Percentage of Total Employees (%)	Percentage in Management Positions (%)
Republic of China Nationality	90.9%	100.0%
Foreign Nationality	7.8%	0.0%
Indigenous	1.2%	0.0%

Female Diversity Indicators

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<b>Indicator</b>	<b>Percentage (%)</b>	<b>2030 Target</b>
<b>Female Percentage of Total Employees(%)</b>	21.4%	25.0%
<b>Female Percentage of All Supervisors(%)</b>	17.5%	20.0%
<b>Female Percentage of Frontline Supervisors(%)</b>	19.3%	25.0%
<b>Female Percentage of Top Executives (CEO ≤ Two Levels)(%)</b>	0.0%	10.0%
<b>Female Percentage in Revenue-Generating Units(%)</b>	13.2%	18.0%
<b>Female Percentage in STEM (Science, Technology, Engineering, Mathematics) Related Positions(%)</b>	17.1%	20.0%

Other Diversity Indicators

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<b>Category</b>	<b>Percentage of Full-Time Equivalent Employees FTEs Percentage(%)</b>
<b>Persons with Disabilities</b>	2.1%
	<b>Grouped by Age : &lt; 30 years old</b> 11.7%
<b>All Employees</b>	<b>Grouped by Age : 30 ~ 50 years old</b> 61.3%
	<b>Grouped by Age : &gt;50 years old</b> 27.1%
<b>Total</b>	100.0%

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Other Diversity Indicators

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<b>Pay Equity Indicators</b>	<b>Gap (%)</b>
<b>Gender Pay Gap (Average)</b>	9.2%
<b>Gender Pay Gap (Median)</b>	8.1%
<b>Gender Pay Gap (Average Variable Bonus)</b>	17.7%
<b>Gender Pay Gap (Median Variable Bonus)</b>	0.3%

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