

### 1. New Employees

In 2024, the number of new employees was 46,603. The average recruitment cost per employee was NT\$11,482, and 7.1% of job opening were filled through internal hires.

Hiring	2021	2022	2023	2024
Number of new employees	54,479	32,210	42,744	46,603

### 2. Employee Average Monthly Turnover Rate (2024)

Category		Total Turnover Rate	Voluntary Turnover Rate
Management	Entry-level	0.44%	0.44%
	Mid-level	0.50%	0.50%
	Senior-level	0.00%	0.00%
	<b>Subtotal</b>	<b>0.45%</b>	<b>0.45%</b>
<b>Non-management</b>		<b>8.1%</b>	<b>8.0%</b>
<b>Total</b>		<b>7.3%</b>	<b>7.2%</b>

Note: 1. Total turnover rate = Average number of resignations per month ÷ Average number of employees at month-end.

2. Voluntary turnover rate refers to employees who leave the company of their own accord, not due to termination or dismissal by the company.

### 3. Employee Maternity/Paternity Leave

Region	Number of Employees	Maternity Leave (Days/Weeks)	Paternity Leave (Days/Weeks)
Guangdong, China	14,854	178 days	15 days
Jiangsu, China	14,727	158 days	15 days
Hebei, China	15,607	158 days	15 days
Taiwan	2,342	8 weeks	1 week
India	402	180 days	\

Note: Our employees are based in Mainland China, Taiwan, and India, with maternity and parental leave entitlements varying by location. Using a weighted average based on the employee distribution across these regions, the company provides an average of 22.9 weeks of fully paid maternity leave and 2.1 weeks of fully paid paternity leave.

#### 4. Human Rights Assessment

Category	% of total assessed in last three years	% of total assessed where risks have been identified	% of risk with mitigation actions taken
Own Operations	100%	80%	100%
Contractors & Tier 1 Suppliers	40.9%	100%	100%
Joint Ventures	Not Applicable	Not Applicable	Not Applicable

#### 5. Human Capital Return on Investment

	2021	2022	2023	2024
Revenue (NT\$k)	155,022,197	171,356,495	151,398,038	171,663,845
Total operating expenses (NT\$k)	14,756,030	17,441,321	18,299,805	20,875,126
Total employee-related expenses (NT\$k)	6,746,981	7,055,188	7,754,992	8,712,143
HC ROI	21.79	22.82	18.16	18.31