

Employee Diversity and Gender Equality

Gender equality and diversity

The company is committed to providing employees with a dignified and safe working environment. We implement fairness in employment diversity, remuneration and promotion opportunities to ensure that employees will not suffer discrimination, harassment or unequal treatment based on race, gender, religion, age, political affiliation and any other status protected by applicable laws and regulations.

We value the diversity of our employees. The number of employees with disabilities is higher than the number stipulated by law. We also respect different cultural customs and have never violated their work rights and human rights.

Employee Ethnicity Indicators

nationality	Proportion of all employees (%)	Proportion among managers (%)
ROC	100	100
foreign nationality	0	0

Female Diversity Indicator

Index	Proportion (%)
Females account for total employees (%)	45.68%
Females account for all supervisors (%)	36.84%
Females account for lower-level managers (%)	85.71%

Other diversification indicators

Category	Proportion of full-time equivalent employees (FTEs) %	
Employees with disabilities	2.47%	
All Employees	Group by age:<30	4.94%
	Group by age:30~50	86.42%
	Group by age:>50	8.64%
	Total	100%

Payment equity

The company has a "Salary and Remuneration Committee". To provide employees with competitive salaries and use transparent and equal salary policies to feed back corporate operating performance to employees.

For entry-level employees in the same position, all new employees will receive the same treatment. In addition, for those with relevant majors and work experience, the salary will be determined based on the applicant's academic experience, job expertise, certificates, etc. The company implements a diverse, open and equal working environment in the workplace. There will be no differential treatment or any form of discrimination based on personal gender, sexual orientation, race, class, age, marriage, language, thought, religion, party, place of origin, place of birth, appearance, facial features, physical or mental disabilities, or trade union membership. We should work together to create a working environment that is dignified, safe, equal and free from discrimination and harassment. There are no differences based on gender or ethnicity.

Happy and safe at work

The company respects the right to form or join various diverse organizations. In terms of labor-management communication, smooth communication channels should be established. We also hold regular labor-management meetings to ensure the rights and interests of both employees and management, and strive to build a harmonious workplace environment.

In order to make employees feel happy at work, in addition to establishing an employee welfare committee, the company welfare committee organizes activities from time to time or cooperates with public welfare groups to arrange employee stress relief services to create a corporate culture of employee happiness and security.