



Talent is the key to maintaining core competitiveness. Globe Union views employees as partners in sustainable growth based on the philosophy that "corporate growth is driven by constant innovation and developing the value of talent." We provide complete career development, an excellent workplace environment, and competitive pay. We also encourage teamwork and mutual learning to achieve better performance. This atmosphere shows that we take talent development very seriously, show care for organization members, and hope to help employees actively develop their individual and professional potential through constant learning and growth.

(I) The Company's employee welfare measures, continuing education, training, retirement regulations and their actual implementation, along with employer-employee agreements, and measures for protecting employee rights:

1. Employee welfare

Remuneration:

Includes monthly salaries, year-end bonuses, and employee bonuses distributed in accordance with the Articles of Association when the Company makes a profit.

Annual performance evaluations are used to conduct objective assessments and provide employees with fair opportunities for promotion.

Health and safety-related benefits:

According to the Labor Health Protection Regulations, the Company hired qualified doctors/nurses since January 2020 to make monthly visits to the plants to help employees manage and check their health. Employees are provided with the best care and protection. Various matters concerning insurance coverage are taken care of according to the Labor Standards Act and Labor Insurance Act. In addition, group accident insurance is planned for employees in order to increase overall protection. Employee health management, periodic health examinations, employee cafeteria, breastfeeding rooms, and a safe, comfortable working environment are provided.

Education and entertainment-related benefits:

We provide scholarships for employees and their children, group travel subsidies; Dragon Boat and Mid-Autumn Festival bonuses;



annual company banquets; performance bonuses; birthday bonuses; childbirth, marriage, bereavement and holiday bonuses; and fitness equipment and facilities; and encourage employees to establish clubs, including the badminton club, yoga club, basketball club, bicycle club, dance club, board games club, and billiards club. A fixed amount of subsidies is provided to each club on an annual basis.

Related labor management measures are in compliance with applicable laws and regulations of the government, such as the Labor Standards Act, the Act of Gender Equality in Employment, the Occupational Safety and Health Act, and the Labor Insurance Act. We value employees' right to express their opinions, and therefore established an Employee Welfare Committee at our head office and unions in Shenzhen Globe Union and Milim. We also sign labor contracts when employees are hired to protect their rights.

2. Employee continuing education and training

An abundance of high quality human resources is considered the foundation of corporate sustainability. We truly believe that "corporate growth is driven by constant innovation and developing the value of talent." Driven by this core business philosophy, we allocate a budget to provide employees with complete education and training every year, not only to improve their abilities and literacy, but also to bring out their potential and enhance our competitiveness.

During 2021, a total of NT\$6,115 thousands was spent on education and training, including 886 internal and external training sessions throughout the year that added up to 73,377 hours; a headcount of 38,911 people received the training. These mainly consisted leadership and management, culture and values, labor safety training, internal audit, quality management, technology R&D, accounting management, information management, sales management, and new employee orientation.

Continuing education for managers of Globe Union:

Name	Title	Course Name	Organizer	Date of Training	Hours
Tsung-Min Chen	Chief Financial Officer	How the board of directors reviews the ESG information disclosure	Taiwan Corporate Governance	2021/12/3	3

Name	Title	Course Name	Organizer	Date of Training	Hours
		standards in the sustainability report	Association (On-Site Course)		
Tsung-Min Chen	Chief Financial Officer	Protection of Business Secrets and Prohibition of Business Strife	Taiwan Corporate Governance Association (On-Site Course)	2021/11/5	3
Tsung-Min Chen	Chief Financial Officer	Advanced Practical Seminar for Directors and Supervisors (including Independent) and Corporate Governance Officers - Risks and Opportunities for the Business Operation resulting from Climate Change and Energy Policy Trends	Securities & Futures Institute	2021/10/12	3
Tsung-Min Chen	Chief Financial Officer	Trends and Challenges of Information Security Governance	Taiwan Corporate Governance Association (On-Site Course)	2021/9/3	3
Tsung-Min Chen	Chief Financial Officer	Promotion of Labor Laws and Regulations	Inside the Company	2021/9/29	1
Tsung-Min Chen	Chief Financial Officer	2021 Cathay Sustainable Finance and Climate Change Summit	Taiwan Stock Exchange Corporation (TWSE)	2021/12/7	6
Lei-Hui Lee	Vice President	Design and Management of Matrix Organizations	Chinese Human Resource Management Association	2021/4/23	7
Lei-Hui Lee	Vice President	How the board of directors reviews the ESG information disclosure standards in the sustainability report	Taiwan Corporate Governance Association (On-Site Course)	2021/12/3	3
Lei-Hui Lee	Vice President	Protection of Business Secrets and Prohibition of Business Strife	Taiwan Corporate Governance Association (On-Site Course)	2021/11/5	3
Lei-Hui Lee	Vice President	Trends and Challenges of Information Security Governance	Taiwan Corporate Governance Association (On-Site Course)	2021/9/3	3

Name	Title	Course Name	Organizer	Date of Training	Hours
Lei-Hui Lee	Vice President	Promotion of Labor Laws and Regulations	Inside the Company	2021/9/29	1
Jung-Chao Lin	Assistant Vice President	Protection of Business Secrets and Prohibition of Business Strife	Taiwan Corporate Governance Association (On-Site Course)	2021/11/5	3
Jung-Chao Lin	Assistant Vice President	Trends and Challenges of Information Security Governance	Taiwan Corporate Governance Association (On-Site Course)	2021/9/3	3
Bhor-Chaou Chang	Assistant Vice President	Trends and Challenges of Information Security Governance	Taiwan Corporate Governance Association (On-Site Course)	2021/9/3	3
Bhor-Chaou Chang	Assistant Vice President	Promotion of Labor Laws and Regulations	Inside the Company	2021/9/29	1
Ming-Sheng Wei	Assistant Vice President	Basic Concepts and Introduction to Practices of TIPS	InnoVue Ltd. (On-Site Course)	2021/3/15	2
Ming-Sheng Wei	Assistant Vice President	Introduction to TIPS Regulations	InnoVue Ltd. (On-Site Course)	2021/3/24	3
Ming-Sheng Wei	Assistant Vice President	TIPS self-evaluation personnel's education and training	InnoVue Ltd. (Online Course)	2021/7/27	2.5
Ming-Sheng Wei	Assistant Vice President	TIPS audit verification schedule and explanation of drill topics for each department	Inside the Company	2021/8/17	1
Ming-Sheng Wei	Assistant Vice President	TIPS Online and External Simulation Verification	InnoVue Ltd. (Online Course)	2021/10/13	5.5
Ming-Sheng Wei	Assistant Vice President	Protection of Business Secrets and Prohibition of Business Strife	Taiwan Corporate Governance Association (On-Site Course)	2021/11/5	3
Ming-Sheng Wei	Assistant Vice President	Trends and Challenges of Information Security Governance	Taiwan Corporate Governance Association (On-Site Course)	2021/9/3	3
Ming-Sheng Wei	Assistant Vice President	Promotion of Labor Laws and Regulations	Inside the Company	2021/9/29	1

Name	Title	Course Name	Organizer	Date of Training	Hours
Ming-Sheng Wei	Assistant Vice President	Cybersecurity Threats Encountered by Smart Manufacturing and Solutions	Trend Micro Incorporated. (Online Course)	2021/12/8	1
Jun-Hong Li	Assistant Vice President	Basic Concepts and Introduction to Practices of TIPS	InnoVue Ltd. (On-site Course)	2021/3/15	2
Jun-Hong Li	Assistant Vice President	Introduction to TIPS Regulations	InnoVue Ltd. (On-site Course)	2021/3/24	3
Jun-Hong Li	Assistant Vice President	TIPS self-evaluation personnel's education and training	InnoVue Ltd. (Online Course)	2021/7/27	2.5
Jun-Hong Li	Assistant Vice President	TIPS audit verification schedule and explanation of drill topics for each department	Inside the Company	2021/8/17	1
Jun-Hong Li	Assistant Vice President	TIPS Online and External Simulation Verification	InnoVue Ltd. (Online Course)	2021/10/13	5.5
Jun-Hong Li	Assistant Vice President	Trends and Challenges of Information Security Governance	Taiwan Corporate Governance Association (On-Site Course)	2021/9/3	3
Jun-Hong Li	Assistant Vice President	Promotion of Labor Laws and Regulations	Inside the Company	2021/9/29	1
Jun-Hong Li	Assistant Vice President	Mind Mapping Experience Workshop	Mind Mapping (Online Course)	2021/8/24	2
Jun-Hong Li	Assistant Vice President	Writing a Patent Certificate - Importance of the Inventor's Statement	Inside the Company	2021/12/10	0.75
Jun-Hong Li	Assistant Vice President	Write Logical Briefings	Pook.com.tw (On-site Course)	2021/12/22	3
Ying-Fan Chen	Head of Accounting	How the board of directors reviews the ESG information disclosure standards in the sustainability report	Taiwan Corporate Governance Association (On-Site Course)	2021/12/3	3
Ying-Fan Chen	Head of Accounting	Protection of Business Secrets and Prohibition of Business Strife	Taiwan Corporate Governance	2021/11/5	3

Name	Title	Course Name	Organizer	Date of Training	Hours
			Association (On-Site Course)		
Ying-Fan Chen	Head of Accounting	Promotion of Labor Laws and Regulations	Inside the Company	2021/9/29	1
Ying-Fan Chen	Head of Accounting	Write Logical Briefings	Pook.com.tw (On-site Course)	2021/12/22	3.5
Ying-Fan Chen	Head of Accounting	Professional Development Course for Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	2021/8/19 ~2021/08/20	12

3. Pension scheme

The retirement plans of the Company are applicable to all formally hired employees. In compliance with the Labor Pension Act, the Company defines its appropriation plan and follows the plan by setting aside 6% from each employee's salary on a monthly basis to the personal pension account with the Bureau of Labor Insurance. All pension funds are under the management of the Labor Pension Reserve Supervision Committee and saved in the dedicated pension account in the name of the Labor Pension Reserve Supervision Committee. They are completely separated from the Company. In 2021, two employees retired under the old pension scheme. The appropriate pension was paid by the Company in accordance with the pension rates set out under Article 55 of the Labor Standards Act.

The employee pension regulations is a defined benefits plan under the Labor Standards Act. The payment of employee pensions are based on a function of their years of service as well as their average monthly salary at time of retirement. For the first fifteen (including or less) years of service, two points are given for every year of service. For additional years of service, one point is given for each year. The maximum number of points is 45. The Company has contributed to the pension fund in the dedicated account with the Bank of Taiwan in full in 2019. The processing zone has approved that no additional contributions are required. Before the end of each year, the Company calculates the balance of the aforementioned labor pension reserve account. If the balance is insufficient to pay the estimated pensions of employees

eligible for retirement in the following year, a lump-sum payment is made before the end of March of the following year to make up for the difference.

For other overseas subsidiaries of the Group, pension contributions are made to the relevant pension management organizations in accordance with local laws. For subsidiaries in China, a set proportion of each employee's total salary is set aside for pension insurance and paid to the relevant government agency in accordance with local laws. This is then deposited into individual employee accounts.

4. Measures for protecting employee rights

The Company's employee management policy complies with the Labor Standards Act and relevant labor regulations. Internal management regulations are updated to reflect regulatory changes as necessary to ensure that employee rights are protected.

Establishment of mechanisms for regular employee communication to ensure that employees understand the Company's operating principles: Besides the dedicated email address available for employees to provide feedback (gu.careyou@globeunion.com), the Company uses electronic notices, timing announcements on monthly birthday celebration events, town hall, employer-employee meetings, occupational safety meetings, and quarterly briefings on current activities for relevant quarter to keep employee up to date on company affairs.