

Employer-employee relations:

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 2020, a total of NT\$4,697 thousands was spent on education and training, including 631 internal and external training sessions throughout the year that added up to 82,172 hours; a headcount of 40,463 people received the training. These primarily consisted in 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	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-Site Course	2020/11/06	3
Lei-Hui Lee	Vice President	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-Site Course	2020/11/06	3
Lei-Hui Lee	Vice President	New Thinking on Industrial Development in the Post-Pandemic Era	Ernst & Young	2020/12/14	3
Sheng-Shyong Hwang	Assistant Vice President	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-	2020/11/06	3

Name	Title	Course Name	Organizer	Date of Training	Hours
			Site Course		
Jung-Chao Lin	Assistant Vice President	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-Site Course	2020/11/06	3
Jung-Chao Lin	Assistant Vice President	New Thinking on Industrial Development in the Post-Pandemic Era	Ernst & Young	2020/12/14	3
Bhor-Chaou Chang	Assistant Vice President	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-Site Course	2020/11/06	3
Bhor-Chaou Chang	Assistant Vice President	New Thinking on Industrial Development in the Post-Pandemic Era	Ernst & Young	2020/12/14	3
Jun-Hong Li	Assistant Vice President	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-Site Course	2020/11/06	3
Ming-Sheng Wei	Assistant Vice President	Smart Machinery and IoT Cybersecurity Seminar and Matchmaking	Industrial Development Bureau, MOEA	2020/08/21	3
Ming-Sheng Wei	Assistant Vice President	Ivan CIO Day	Ivan Information Technology	2020/09/11	6
Ming-Sheng Wei	Assistant Vice President	Digital Transformation Strategy Seminar	Systemex	2020/10/23	3
Ming-Sheng Wei	Assistant Vice President	Cybersecurity Seminar	Stark Technology	2020/12/23	4
Ming-Sheng Wei	Assistant Vice President	Seminar on Exploring Smart Edge Networks	Hewlett Packard Enterprise	2020/06/18	3
Ming-Sheng Wei	Assistant Vice President	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-Site Course	2020/11/06	3
Ying-Fan Chen	accounting officer	Required course on management ability	Internal Company Training	2020/07/24	7.5
Ying-Fan	accounting	Professional Development Course	Accounting	2020/08/20	12

Name	Title	Course Name	Organizer	Date of Training	Hours
Chen	officer	for Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Research and Development Foundation	~2020/08/21	
Ying-Fan Chen	accounting officer	Analysis on the Competent Authority's Policy for Helping Upgrade the In-House Ability to Compile Financial Reports and Internal Control and Management Practices	Accounting Research and Development Foundation	2020/10/27	6
Ying-Fan Chen	accounting officer	Insider Trading Prevention and Countermeasures	Taiwan Corporate Governance Association On-Site Course	2020/11/06	3
Ying-Fan Chen	accounting officer	Seminar on the Risks and Case Studies of Indirect Disposal of Real Estate Equity Transactions in Mainland China	PwC Taiwan	2020/11/24	6
Ying-Fan Chen	accounting officer	New Thinking on Industrial Development in the Post-Pandemic Era	Ernst & Young	2020/12/14	3
Ying-Fan Chen	accounting officer	Professional Development Course for Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	2020/12/21 ~2020/12/22	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 2020, one employee 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 (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, regular employer-employee meetings required by law, and quarterly briefings on current activities for the quarter to keep employee up to date on company affairs.