

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 an environment with fair compensations and promotional opportunities.

Health and safety-related benefits:

The Company has hired doctors/nurses to offer monthly onsite healthcare services since January 2020 in line with the Labor Health Protection Regulations in order to provide the best care and protection to our employees. Besides filing various insurance in line with the Labor Standards Act and Labor Health Protection Regulations, the Company has also filed group accidental insurance for the employees to enhance their overall protection. Moreover, employee healthcare seminars and health examinations are also routinely arranged, and comfortable employee cafeteria and clean and sanitary nursing rooms have also been set up in the hopes of providing a safe and comfortable work environment for our employees.

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, 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 2022, a total of NT\$6,209 thousands was spent on education and training, including 1,111 internal and external training sessions throughout the year that added up to 50,744 hours; a headcount of 68,506 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	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Tsung-Min Chen	Chief Financial Officer	Critical Year of Transformation: New Taiwanese Leading Enterprises Forum	Business groups, SAP	2022/3/2	4
Tsung-Min Chen	Chief Financial Officer	Global Net-zero challenge: How can business leaders guide the low-carbon ESG transformation plan?	Taiwan Corporate Governance Association	2022/4/18	3
Tsung-Min Chen	Chief Financial Officer	"Promotions of Industry Themes Related to Sustainable Development Roadmap"	Jointly organized by TWSE and TPEX	2022/7/27	2
Tsung-Min Chen	Chief Financial Officer	[SAP NOW Taiwan: Co-creating Sustainable Smart Enterprises]	Taiwan Institute of Directors	2022/8/18	3
Tsung-Min Chen	Chief Financial Officer	Enterprise Financial Information Analysis and Decision-making Applications	Taiwan Corporate Governance Association	2022/11/4	3

Name	Title	Course Name	Organizer	Date of Training	Hours
Tsung-Min Chen	Chief Financial Officer	Preventions: The Importance of Corporate Risk Management	Taiwan Corporate Governance Association	2022/12/20	3
Lei-Hui Lee	Vice President	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Lei-Hui Lee	Vice President	Incentive System Design That Drives Corporate Strategic Goals	CPHR-Human Resources Management Association	2022/4/16	6
Lei-Hui Lee	Vice President	Global Net-zero challenge: How can business leaders guide the low-carbon ESG transformation plan?	Taiwan Corporate Governance Association	2022/4/18	3
Lei-Hui Lee	Vice President	Enterprise Financial Information Analysis and Decision-making Applications	Taiwan Corporate Governance Association	2022/11/4	3
Ta-Ying Chang	Assistant Vice President	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Ta-Ying Chang	Assistant Vice President	2022 Information Security Education and Training: General Knowledge on Information Security	The Company's Information Security Department	2022/4/13	1
Ta-Ying Chang	Assistant Vice President	2022 Information Security Education and Training: Advanced Information Security Course 1	The Company's Information Security Department	2022/6/21	1
Ta-Ying Chang	Assistant Vice President	Information Sharing on Patents and Trademarks	The Company's Intellectual Property Department	2022/9/16	1.5
Ta-Ying Chang	Assistant Vice President	Enterprise Financial Information Analysis and Decision-making Applications	Taiwan Corporate Governance Association	2022/11/4	3
Jung-Chao Lin	Assistant Vice President	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Jung-Chao Lin	Assistant Vice President	Global Net-zero challenge: How can business leaders guide the	Taiwan Corporate Governance Association	2022/4/18	3

Name	Title	Course Name	Organizer	Date of Training	Hours
		low-carbon ESG transformation plan?			
Jung-Chao Lin	Assistant Vice President	Enterprise Financial Information Analysis and Decision-making Applications	Taiwan Corporate Governance Association	2022/11/4	3
Bhor-Chaou Chang	Assistant Vice President	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Bhor-Chaou Chang	Assistant Vice President	Problem Analysis and Solving	The Company's Talent Development Department	2022/3/9	4
Bhor-Chaou Chang	Assistant Vice President	Design Thinking Workshop	Industrial Design Department	2022/4/1	4
Bhor-Chaou Chang	Assistant Vice President	Global Net-zero challenge: How can business leaders guide the low-carbon ESG transformation plan?	Taiwan Corporate Governance Association	2022/4/18	3
Bhor-Chaou Chang	Assistant Vice President	2022 Information Security Education and Training: General Knowledge on Information Security	The Company's Information Security Department	2022/7/28	1
Bhor-Chaou Chang	Assistant Vice President	2022 Information Security Education and Training: Advanced Information Security Course 1	The Company's Information Security Department	2022/7/28	1
Bhor-Chaou Chang	Assistant Vice President	Enterprise Financial Information Analysis and Decision-making Applications	Taiwan Corporate Governance Association	2022/11/4	3
Jun-Hong Li	Assistant Vice President	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Jun-Hong Li	Assistant Vice President	Problem Analysis and Solving	The Company's Talent Development Department	2022/3/9	4
Jun-Hong Li	Assistant Vice President	Descriptions on Significant Articles on TIPS Deployment and Their Significance	The Company's Intellectual Property Department	2022/4/8	1.5

Name	Title	Course Name	Organizer	Date of Training	Hours
Jun-Hong Li	Assistant Vice President	2022 Information Security Education and Training: General Knowledge on Information Security	The Company's Information Security Department	2022/4/13	1
Jun-Hong Li	Assistant Vice President	Global Net-zero challenge: How can business leaders guide the low-carbon ESG transformation plan?	Taiwan Corporate Governance Association	2022/4/18	3
Jun-Hong Li	Assistant Vice President	TIPS Advanced Intellectual Property Training R&D Personnel (1) - Nature of Patent Rights and Internal Proposal Procedure	The Company's Intellectual Property Department	2022/5/13	1
Jun-Hong Li	Assistant Vice President	TIPS Workshop Training - Chapters 7 and 8	The Company's Intellectual Property Department	2022/7/8	2
Jun-Hong Li	Assistant Vice President	2022 Information Security Education and Training: Advanced Information Security Course 1	The Company's Information Security Department	2022/7/11	1
Jun-Hong Li	Assistant Vice President	Information Sharing on Patents and Trademarks	The Company's Intellectual Property Department	2022/9/16	1.5
Jun-Hong Li	Assistant Vice President	Process of Recognizing Patent Infringement	The Company's Intellectual Property Department	2022/10/17	1.5
Jun-Hong Li	Assistant Vice President	Enterprise Financial Information Analysis and Decision-making Applications	Taiwan Corporate Governance Association	2022/11/4	3
Ming-Feng, Zhang	Assistant Vice President	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Ming-Feng, Zhang	Assistant Vice President	Problem Analysis and Solving	The Company's Talent Development Department	2022/3/9	4
Ming-Feng, Zhang	Assistant Vice President	2022 Information Security Education and Training: General	The Company's Information Security Department	2022/4/13	1

Name	Title	Course Name	Organizer	Date of Training	Hours
		Knowledge on Information Security			
Ming-Feng, Zhang	Assistant Vice President	Global Net-zero challenge: How can business leaders guide the low-carbon ESG transformation plan?	Taiwan Corporate Governance Association	2022/4/18	3
Ming-Feng, Zhang	Assistant Vice President	2022 Information Security Education and Training: Advanced Information Security Course 1	The Company's Information Security Department	2022/6/28	1
Ming-Feng, Zhang	Assistant Vice President	Enterprise Financial Information Analysis and Decision-making Applications	Taiwan Corporate Governance Association	2022/11/4	3
Ying-Fan Chen	Head of Accounting	Information Overview and Endpoint Security	The Company's Information Security Department	2022/2/23	2
Ying-Fan Chen	Head of Accounting	Problem Analysis and Solving	The Company's Talent Development Department	2022/3/9	4
Ying-Fan Chen	Head of Accounting	2022 Information Security Education and Training: General Knowledge on Information Security	The Company's Information Security Department	2022/4/13	1
Ying-Fan Chen	Head of Accounting	Global Net-zero challenge: How can business leaders guide the low-carbon ESG transformation plan?	Taiwan Corporate Governance Association	2022/4/18	3
Ying-Fan Chen	Head of Accounting	Professional Development Course for Principal Accounting Officers	Accounting Research and Development Foundation	2022/5/30	12
Ying-Fan Chen	Head of Accounting	2022 Information Security Education and Training: Advanced Information Security Course 1	The Company's Information Security Department	2022/6/24	1
Ying-Fan Chen	Head of Accounting	Enterprise Financial Information Analysis and	Taiwan Corporate Governance Association	2022/11/4	3

Name	Title	Course Name	Organizer	Date of Training	Hours
		Decision-making Applications			

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 and formulates Employee Retirement Procedures accordingly 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 2022, 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 (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, 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 at all times.