

### *III 、 Employee Care*

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## 3.1 Management Philosophy

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Cheng Fwa fully recognizes employees as the most important asset for corporate operations and hence the owning of eligible, capable and well-performed employees can drive the enterprise into continuous and stable development and progress. For this reason, our company adheres to the social responsibility policy in 「Humanistic Care」, the management philosophy of people orientation, and the concept of 「home」 to establish complete employee care management system. The company conforms to rigorous labor related laws and regulations in addition to complying with provisions in Electronic Industry Code of Conduct (EICC) to legitimately protect and maintain employee rights, providing employees a healthy and safe work environment, building a diverse and open employee-employer communication channel, incorporated with fair remuneration and promotion, complete training development system, sound welfare system and public and transparent profit sharing system. Consequently employees can be fully assured to contribute their efforts and performance in order to grow and develop with the company, improving excellent employee-employer relationship and build harmonious and cozy work ambient, thereby to solidify the cornerstone of enterprise with sustainable management.

### \* 「People-Oriented」 Management Philosophy

The company upholds to equal opportunity principle for the recruitment of employees, selecting talents of the same mindset through public and fair recruiting channels and selection methods, using professionalism, capacity and attitudes for work as basis. The company will inspect the identification of applicant during the recruitment process in order to validate the authenticity and legitimate age. It is prohibited to use child labor according to the law and the company shall treat everyone equally and employ regardless of the difference in gender, religion, race, nationality, or political stance. Employment will only take place after selection and interview procedure while employees shall sign the labor contract to specify the rights and obligation of both employer and employees. The trial period shall last for 3 months.

Cheng Fwa complies with the relevant provisions in government labor acts and employs the majority of youth graduated from vocational senior high school or senior high school (inclusive) and aged 20 years at least. The company places priority in employing local people. For example, the employees in Taipei headquarter consists mostly of local people from Great Taipei area.

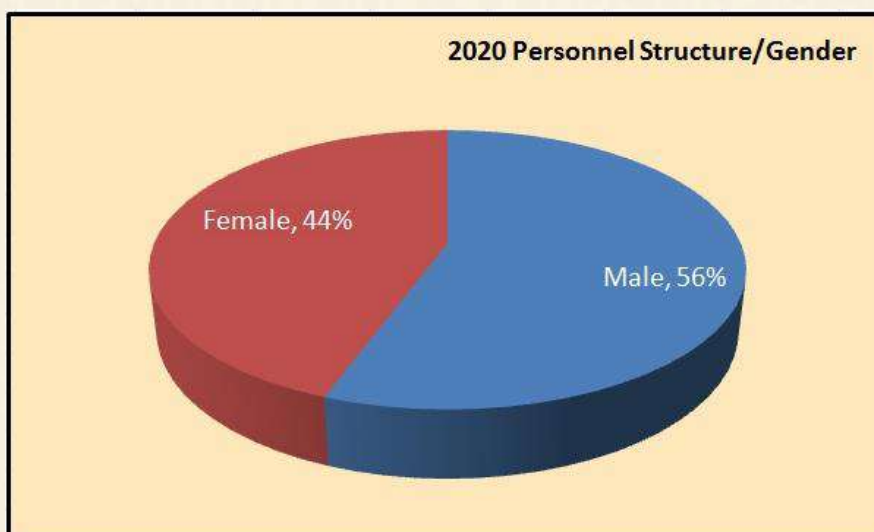
After employment, the company shall provide a discrimination-free, harassment-free and fair-growth work environment to employees. The company shall not make preferential treatment in salary, promotion, training, and welfare regardless of the gender, age, race, place of birth, ranking, language, thinking, religion, parties, nationalities, sexual orientation, marriage, appearance, physical disabilities, and union relationship. The company also values the human right of each employee by fairly treating employees, respecting the comments and feedback from employees, and obeying the laws and regulations. It is prohibited for the supervisors to coerce labor, slavery, restrict actions, spiritually insult, mistreat, or use corporal punishment, nor can employees be restricted of employment relationship by signing illegitimate contracts.

## 3.2 Employee Overview

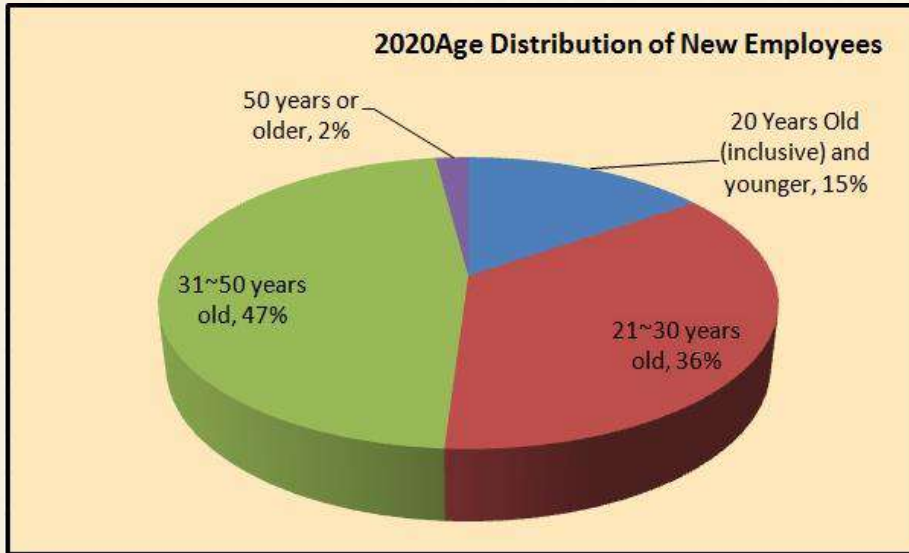
### (1) Number of Employees

The number of employees of Cheng Fwa Industrial Co., Ltd. in 2020 was 365 people, where 203 male employees accounted for the majority of 56% and 165 female employees accounted for 44%. The total number of new employees for that year was 98 employees, where 41 male employees accounted for 42% and 57 female employees accounted for 58%. The ration of number of people is equivalent to that of male and female employee. The reason the male employees outnumbered the female employees was because of the large product size with heavy weight that require considerable strength at the operation process. Hence, male employees are more suitable and have the advantage.

Year	2018		2019		2020	
Gender	Percentage	Number of People	Percentage	Number of People	Percentage	Number of People
Male	64%	195	59%	182	56%	203
Female	36%	111	41%	125	44%	162
<b>Total</b>	<b>100%</b>	<b>306</b>	<b>100%</b>	<b>307</b>	<b>100%</b>	<b>365</b>



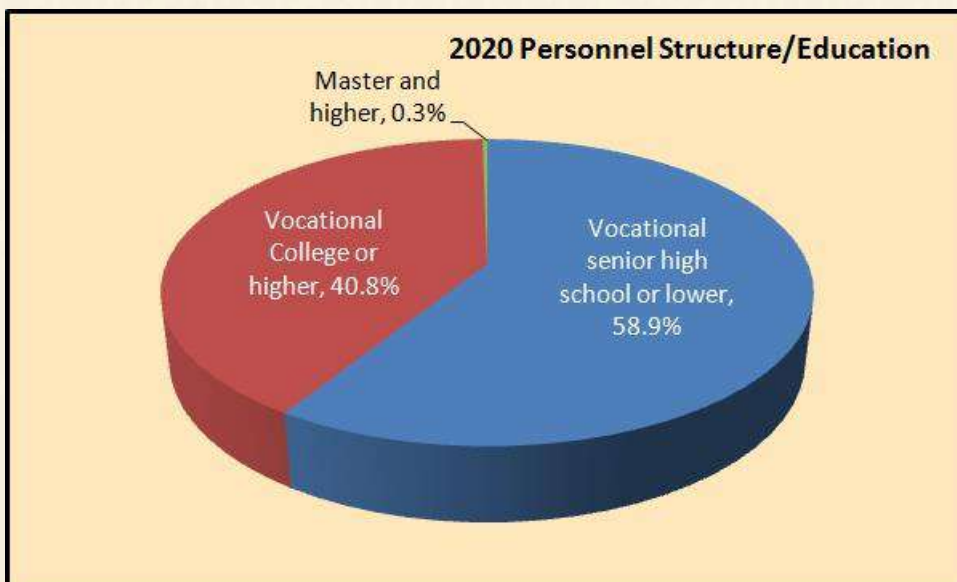
Year	2018				2019				2020			
Age Distribution of New Employees	Male		Female		Male		Female		Male		Female	
	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect
20 Years Old (inclusive) and younger	5	0	0	0	0	0	2	0	11	2	1	1
21~30 years old	12	2	4	3	9	4	10	1	5	8	16	6
31~50 years old	4	3	2	1	3	3	13	2	8	5	24	9
50 years or older	0	0	0	0	0	0	0	1	0	2	0	0
Total	21	5	6	4	12	7	25	4	24	17	41	16
	26		10		19		29		41		57	
	36				48				98			



## (2) Education Distribution

The 2020 manpower structure by education is distributed as the follows: 1 employees with Master and higher r, accounting for 0.28% and 149 employees with vocational college (inclusive) or higher, accounting for 40.82% and 215 employees with senior high school or vocational senior high school diploma (inclusive), accounting for 58.90%.

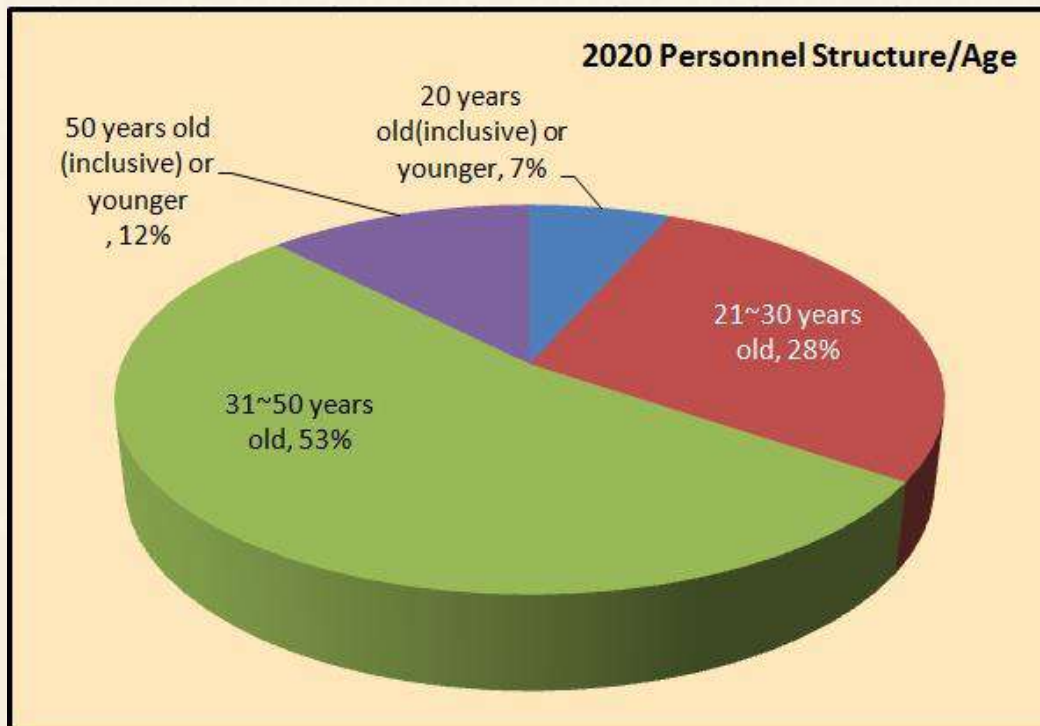
Year	2018		2019		2020	
	Percentage	No. of People	Percentage	No. of People	Percentage	No. of People
Vocational senior high school or lower	57%	173	57%	175	58.9%	215
Vocational College or higher	42%	128	42%	129	40.82%	149
Master and higher	1%	5	1%	3	0.28%	1
<b>Total</b>	<b>100%</b>	<b>306</b>	<b>100%</b>	<b>307</b>	<b>100%</b>	<b>365</b>



### (3) Age Distribution

The age structure of employees shows even distribution, where there were 194 employees aged 31~50 years old in 2020, accounting for 53% of the total number of employees, followed by 102 employees aged 21~30 years old, accounting for 28%, 45 employees aged 50 years old, accounting for 12%, 24 employees aged 20 years or younger, accounting for 7%. Currently the average employee age is 37.83 years old

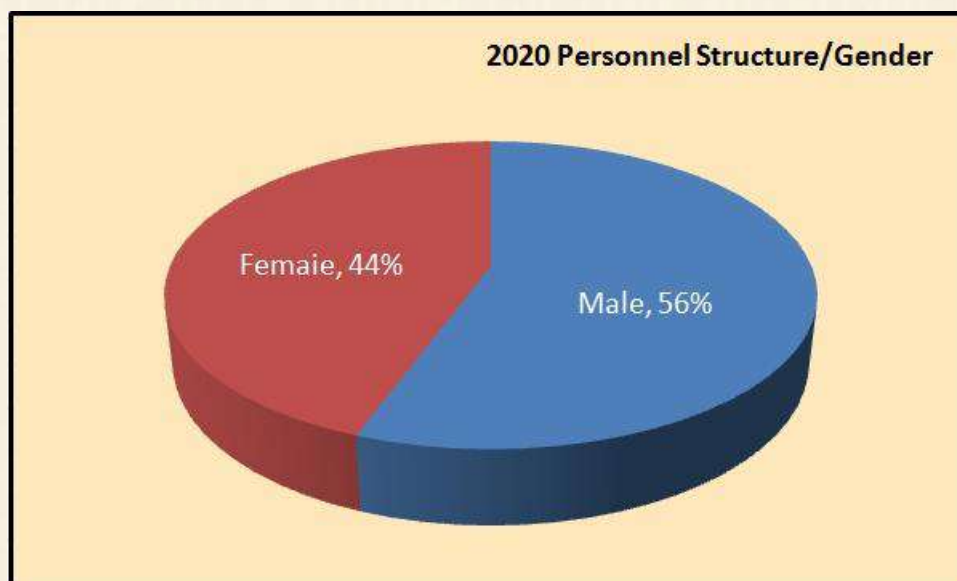
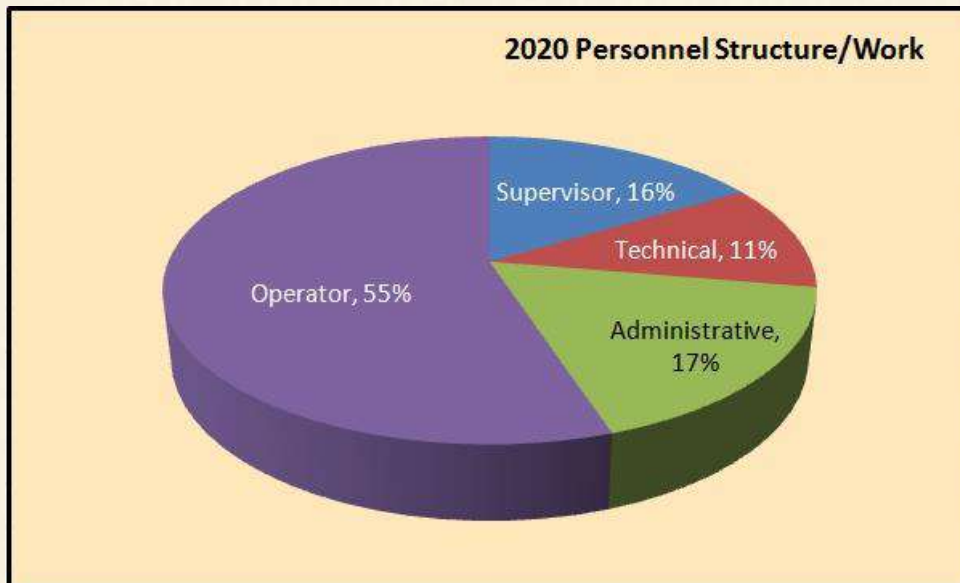
Year Category	2018				2019				2020			
	Male		Female		Male		Female		Male		Female	
Age/Employee Category	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect
20 Years Old (inclusive) and younger	18	0	2	1	6	0	0	0	13	2	8	1
21~30 years old	40	13	17	9	43	11	14	12	43	13	31	15
31~50 years old	58	55	24	54	51	54	23	50	54	46	41	53
50 years or older	9	19	10	6	7	23	5	7	5	27	6	7
Total	125	87	53	70	107	88	42	66	115	88	86	76
	195		123		195		111		203		162	



*(4) Distribution of number of employees by function*

The personnel structure is mainly divided into supervisor, administrative, technical and operators in production plants. The company is machinery and technical operation based and the number of employees in 2020 was distributed in the follows: 201 operators accounting for 56% of total number of employees, followed by 60 supervisors accounting for 16%, 63 administrative employees accounting for 17% and 41 technical engineers accounting for 11%.

Function \ Year	2018			2019			2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Supervisor	53	6	59	52	7	59	51	9	60
Technical	22	13	35	19	14	33	23	18	41
Administrative	13	50	63	13	42	55	14	49	63
Operator	107	42	149	98	62	160	115	86	201
<b>Total</b>	<b>195</b>	<b>111</b>	<b>306</b>	<b>182</b>	<b>125</b>	<b>307</b>	<b>203</b>	<b>162</b>	<b>365</b>



## (5) Turnover Statistics

The dimission Rate of the company is relatively low with the Dimission Rate only reaching 22.02% in 2020 . The demission Rate in male employees greater than that of female is a industry norm however it is far better than the average mean of electronic manufacturing (indirect 20~30%, direct 40~60% and mean 30-35%). Lower demission Rate suggests higher cohesion in employees and employees have high recognition for the internal management communication mechanism and appeal in equality and respect culture, which contributes to employee retention.

Age	2018		2019		2020	
	Male	Female	Male	Female	Male	Female
Age Distribution						
20 Years (inclusive) or younger	2	0	1	0	0	0
21~30 years old	11	5	13	7	13	11
31~50 years old	16	11	16	16	16	30
50 years or older	2	6	7	1	4	0
Total number of employees resigned	31	22	37	24	33	41
Total	<b>53</b>		<b>62</b>		<b>74</b>	
Turnover ratio accounting for that year	58.49%	41.51%	30.66%	39.34%	44.59%	55.41%
Annual turnover ratio <small>Note 1</small>	<b>16.51%</b>		<b>19.9%</b>		<b>19.9%</b>	

Note1: Total number of people resigned that year ÷ [(total number of employees at the beginning of that year + total number of employees by the end of that year)/2] \*100%



## (6) Transfer and Resignation

In cooperation with company operation and to improve employee work experience for a solid business nature, the necessary transfer of employees shall be implemented according to the five principles of legitimate transfer and the labor contract. The work after transfer and the previous work nature must be something which the employee can cope with. In case the site of transfer is too remote, the company shall provide necessary assistance and carry out operation transfer within legitimate and reasonable period. Employees resigning with advanced notice or propose written application shall follow the provisions stipulated in the company articles of association and labor related laws.

## 3.3 Training Development and Performance Assessment

### (1) Training Development and Career Management

In response to the quick change in external environment, intense industry competition and trends of globalization, the company exerts to build an internal learning-based organization and learning ambient in order to design long-term training development system for the cultivation and retention of talents, thereby to collectively foster the talents and develop capability required for the objectives of corporate operations.

The design of employee training development system not only offers training for new employees but also meet enterprise demand by combining the demand for competency or management capacity in personal work and task execution, providing general education training, professional function training and hierarchical training as the main framework to employees' career development.

Annual short-term training program offers training for new employees to speed up acquaintance of corporate culture in new employees and increase identify for the company. Secondly, general education course emphasizes on strengthening employee knowledge in general laws or quality as well as acquaintance of regulations governing basic operation and personnel management system and familiarity with operation skills. Moreover, professional function training emphasizes on the professional knowledge, techniques, concepts, safety operation procedures, and SOP required for the work field with proper arrangement of hierarchical training that strengthens the managerial skills of supervisor. The aforementioned complete training system undergoes planning and execution of annual training program to comprehensively enhance employee professional techniques and managerial capability through the diverse training channels such as on-the-job training, internal training and external trainings. Consequently, the operational performance of team management is enhanced which connects the development of corporate growth and employee career, contributing to a joint growth in both employer and employees hand in hand.

● Training Development System:

Item	Training Category and Content
On-the-job training	Professional Training (Non-routine implementation according to departmental needs)
General Education Courses	<ol style="list-style-type: none"> <li>1. Corporate Culture</li> <li>2. Introduction to Quality System</li> <li>3. Safety and Health Training</li> </ol>
Hierarchical Training	<ol style="list-style-type: none"> <li>1. New employee training</li> <li>2. Entry-level supervisor training</li> <li>3. Mid to High Level Supervisor training</li> </ol>
Training by professional function	<ol style="list-style-type: none"> <li>1. Professional Training for Administrative Operations</li> <li>2. Professional Training for Quality Management</li> <li>3. Professional Training for Technical Development</li> <li>4. Professional Training for Production Management</li> </ol>
Learning channels	<ol style="list-style-type: none"> <li>1. Internal Training</li> <li>2. External Training</li> <li>3. Job rotation</li> <li>4. Supervisor and peer exchange</li> <li>5. Technical exchange with overseas plants</li> <li>6. Overseas dispatch</li> </ol>



**(2) Training planning and implementation**

## 1) Design and implementation of training for new employees:

We design an introductory training course for new employees, including company profile, work conducts, attendance rules, introduction to work environment, and important laws or regulations or relevant ISO operation management system specified necessary general education in social development and professional knowledge courses. Moreover, units recruiting personnel shall also arrange full personal on-the-job training courses for pre-occupational training, which offers apprenticeship based on-the-job training according to the different work field or the professional knowledge, techniques and concepts required for tasks, so to conform the work competence to the standards.

## 2) Annual training planning and implementation:

The company designs and execute annual training program through annual training demand investigation, where supervisors and employees discuss and propose proper training courses. The personnel department shall arrange training program and assist the peers with disciplined learning and growth, while gradually enrich the employees with various professional knowledge and skills. Employees are encouraged to develop professional knowledge and technical development at all phases required for personal work or tasks as the future career development planning.

**(3) Diversified learning**

Employees can enrich personal learning through diversified learning channels. Currently employees can improve self competency and skills through internal training, external training, and exchange with supervisors/colleagues. Moreover, employees can improve the breadth and depth of disciplines through work rotation, technical exchange with overseas plants, and dispatch of key job overseas. When employees are promoted to supervisors, they will adapt and handle with ease and pleasure while fully exhibiting their capabilities. They can further take self challenge and create better work performance.

**(4) Training outcome**

The total training hours for employees in 2019 was 2471.5 hours. The average training hours per person each year was 2.61 hours. The average training hours for male and female employees by function is shown in the following table:

Class	Year	2018			2019			2020		
	Gender	Hours	No. of People	Average	Hours	No. of People	Average	Hours	No. of People	Average
Supervisor	Male	1017.5	345	<b>2.95</b>	683	167	<b>4.09</b>	482	191	<b>2.52</b>
	Female	155	48	<b>3.23</b>	955	42	<b>2.27</b>	106.5	41	<b>2.60</b>
Technical	Male	493	137	<b>3.60</b>	311.5	119	<b>2.61</b>	220	106	<b>2.08</b>
	Female	241.5	103	<b>2.34</b>	154	72	<b>2.14</b>	202.5	87	<b>2.33</b>
Administrative	Male	119	47	<b>2.53</b>	183	74	<b>2.47</b>	84	48	<b>1.75</b>
	Female	697	250	<b>2.97</b>	420.5	210	<b>2.00</b>	355.5	175	<b>2.03</b>
Operators	Male	819	414	<b>1.98</b>	148	79	<b>1.87</b>	807	331	<b>2.44</b>
	Female	136.5	95	<b>1.44</b>	93	65	<b>1.43</b>	381	181	<b>2.10</b>
<b>Total</b>		<b>3231</b>	<b>1349</b>	<b>2.40</b>	<b>2471.5</b>	<b>942</b>	<b>2.62</b>	<b>2638.5</b>	<b>1160</b>	<b>2.27</b>

## **(5) Performance Assessment, Promotion and Career Development**

To improve employee performance and capacity development as well to retain talents, the supervisor and the employees shall discuss and coordinate for setting up departmental work objectives and KPI plan by the end of each year, executing the departmental objectives on the basis of team. A generous performance bonus will be given according to the efficiency of objective achievement rate. Employees will also undergo routine assessment on KPI performance for objective execution with consideration of the level of assessment as the critical criteria for promotion and salary raise, as well as the training courses for subsequent employee training and capability development.

There was no comprehensive promotion program in 2020 but there were 1 people promoted to supervisors with excellent performance appraisal.

## **3.4 Payroll and Welfare**

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### **(1) Payroll Management**

Based on principle of fairness and rationality, the company complies with local government labor laws and pays monthly salary higher than the minimum base wage announced by the government competent authorities. The company takes comprehensive consideration on the education, experience, tasks, title, work experience, personal performance, and market standard into the employee payroll standards. Under the equivalent situation of basic conditions and without the discretion due to gender, the principle of payroll follows the ratio of 1:1 between male and female employees. Nonetheless the payroll to existing employees shows significant difference in technical staff with the main reason described below:

- 1) There are fewer male supervisors at the level of manager or deputy manager with senior technical position, compared with the female employees with shorter seniority and taking position in administration.
- 2) Male employees taking position as technical or R&D engineers are in charge of product development and improvement process, who usually receive higher salary from the technical market.
- 3) For operators, the domestic male employees are usually more senior and work overtime more often while female employees have shorter seniority and work less in terms of overtime.

The above three types of employees show more significant difference while others show minor differences.

\* The month salary/annual salary by gender, employee types and function ranking are calculated as shown in the following table.

Comparison of Average Monthly Salary and Annual Salary between Male and Female by Function		2018(F: M)		2019(F: M)		2020(F: M)	
		Monthly Salary	Annual Salary	Monthly Salary	Annual Salary	Monthly Salary	Annual Salary
Supervisor	Director/Deputy General Manager	0:1	0:1	0:1	0:1	0:1	0:1
	Manager/Assistant Manager	1:1.24	1:1.35	1:1.23	1:1.30	1:1.24	1:1.28
	Section Manager/Team Leader	1:1.01	1:1	1:1.02	1:1.12	1:1.06	1:1.02
Technical	Engineer	1:0.85	1:0.75	1:0.89	1:0.88	1:0.95	1:0.93
	Assistant Engineer	1:0	1:0	1:0	1:0	1:0	1:0
Administrative	Administrator	1:0.98	1:0.98	1:1.06	1:1.03	1:1	1:0.87
	Assistant Administrator	1:0	1:0	1:0	1:0	1:0.71	1:0
Operator	Domestic Employees	1:1.27	1:1.28	1:1.26	1:1.26	1:1.22	1:1.56
	Foreign Employees	1:1	1:0.9	1:1.01	1:1.01	1:1.01	1:1.31

It is stipulated in Company Law that any enterprise shall appropriate specific percentage of surplus to employee as dividends in profit-sharing scheme when the enterprise has made surplus that year. This scheme has been implemented in Cheng Fwa for many years and works quite effectively in terms of employee retention.

### (2) Welfare System

To care for employees, promote harmony between employees and employer, and retain talents, the company not only designs for the overall welfare system but also establishes the occupational welfare committee organization to execute a diversity of welfare activity program, with specific welfare measures described in the following table:

Type	Item
Insurance and Retirement Protection	Labor insurance, national health insurance and new/old system of labor pension fund appropriation
Medical Insurance	Group insurance, occupational disaster insurance and routine health examination
Activities	Birthday celebration, departmental gathering, year-end party and employee drawing, employee tri and group ball competitions from time to time.
Cash gift	Cash gift for three major festivals, birth cash gift, wedding cash gift, cash gift for hospitalization, funeral allowance
Facilities	Employee café, employee dormitory, auto/scooter parking
Rescue relief	Injury and illness allowance, compensation for death in line of duty
Other welfare	Award for employee proposal, presentation of senior remarkable employee, scholarship for employee pursuing advanced studies and employee's children attendance, military discharge bonus

Other welfare:

In every half year, employees and children of employees will receive one scholarship, which aims to encourage the employees and their children with the spirit of diligent study. Employees have worked in the company over 20 years will be given long-term commitment bonus in every 5 years and will be publicly presented at the year-end party in acknowledgement of their commitment and contribution to the company.

### ***(3) Welfare Activity Achievement***

On the day of reporting to work, new employees shall apply for various insurance required by law and appropriate labor pension reserve in addition to take routine physical health examination in order to protect the legal insurance and retirement rights of employees. Group insurance is also available free of charge.

Supervisors are required and reminded to pay attention and care for the physical and mental health of the employees and their families. Supervisor shall constantly control and understand while paying close attention to the work condition of employees, work load and emotional reaction. The HR personnel shall take initiative to make appointment for interview with personnel with anomaly attendance by understanding the reason of leave, caring and asking if employees require relevant assistance.

With regards to occupational welfare activities, the occupational welfare committee organizes large events each year, including annual travel, departmental gathering and year-end party. The company also offers a diversity of welfare subsidy and rescue relief for employees to profoundly realize the importance of welfare plan and activities. The company encourages employees to participate in other welfare group or club activities after work in appeal of balance between work and life.

### ***(4) Returning to work and retention rate after parental leave***

The company complies with laws to stimulate the regulations governing parental leave without pay in the work conducts. Any employee having been employed by one year may apply for parental leave without pay for each child before 3 years old. The period will be valid until the child reaches the age of 3 but may not exceed 2 years. From the implementation of the policy to date, there has been 13 application from a female employee who returned to work after the parental leave.

## ***3.5 Communication between Employer and Employees***

### ***(1) Pluralistic channel of communication between employees and employer:***

Cheng Fwa upholds to the philosophy of openness and respect by establishing pluralistic channels for communication between the employees and the employer. The company also shows values opinions from employees to promote harmonious relationship between the employees and the employer as excellent employee-employer relationship can boost employee morals and cohesion while contributing to the operational performance. Hence, the company positively establishes pluralistic communication channel between the employees and employer to maintain smooth bilateral communication and exchange between both sides so that company information will timely, accurately and effectively conveyed. Employees are provided complaint channels to

have their voice heard, while supervisor of competent department shall properly and timely respond to their opinions or suggests for the company, which will be used for enhancing and improving corporate management effectiveness or the company shall develop objectives and KPI tasks for improvement within deadline.

The company offers four types of pluralistic communication channels:

- 1) Communication via supervisor meeting at all levels: i.e. face-to-face immediate communication, unit/departmental routine meeting communication, interdepartmental meeting communication.
- 2) HR organization: performance appraisal, comment and feedback channel, foreign worker routine meeting and personnel announcement.
- 3) Representatives from employer and employees: Employer-employee meeting, occupational welfare committee...etc.
- 4) udit Unit: Complaint cases filed via employee complaint channel will be submitted to the internal audit unit for opinion and suggestions. The audit unit is in charge of processing and investigation.

The aforementioned pluralistic employee and employee communication channel offers a feedback mechanism of opinions from multiple sides, which will incorporate the regulation governing internal HR organizational operation and management system to handle complaints and investigation on major incidents. Foreign workers will be routinely arranged for communication with employer, employees and manpower brokers in order to handle difficulty of adaptability in foreign workers and thereby establish an excellent and harmonious foundation for employee relationship.

## **(2) Employer-Employee Communication Meetings**

We respect the rights of employee granted by law and the freedom of assembly and association. We do not object, prevent or impede employees from assembly or association. Meanwhile, we are required by law to establish the Employee-Employer Meeting, Occupational Welfare Committee and Supervisory Committee of Labor Retirement Reserve for submission to the competent authority for approval prior to formal operation.

Currently the employee-employer meeting is held routinely every quarter while the occupational welfare committee also holds meeting routinely. Each communicative organization between employer and employees perform their function and communicate on different issues to collectively promote the co-prosperity and co-existence between employer and employees in order to create a reciprocal and win-win situation between two sides.

With the exception for Employee-Employer Meeting, the number of employee in the aforementioned communicative organization between employer and employees outnumber that of employer. The number of representatives on behalf of the company and the employees are described below:

Item	Employee Representative	Employer Representative
Employer-Employee Meeting	5	5
Supervisory Committee of Labor Retirement Reserve	7	8
Occupational Welfare Committee	12	1

**(3) Complaint Handling and Solution**

The company offers smooth communication channel between the employees with harmonious employee relationship. There has not been any major compliant case in 2016 to 2020; however, there were 3 cases of general comments in 2020 that required improvement.

Item	2016	2017	2018	2019	2020
General Comment and Feedback	6	3	5	5	3
Major Complaint Cases	0	0	0	0	0

**(4) Handling of discrimination of sexual harassment incidents**

The company has developed guidelines governing sexual harassment prevention measures, complaints and punishment from years ago. The Company is committed to prevent the incidents of workplace sexual harassment to assure employees' rights. In the incident of sexual harassment, the employees can file complaints according to the "Internal Report System" of the company. There has not been any incident of sexual harassment filed in 2020.

**(5) Response actions against corruption and briberies**

Our company follows the provisions set forth in Electronic Industry Code of Conduct (EICC) to develop the 「Occupational Morals and Conducts Guidelines」 and 「Guidelines for Gift Ethics Management」. The guidelines are implemented for clean occupational moral standards in anti-corruption and anti-bribery so that employees will have reference for their daily moral behaviors.

There has not been any incident of corruption or bribery in employees for 2020. In case of similar incident in the future, the company shall apply relevant management regulations to conduct investigation and handling. In case the evident supports the investigation, the company shall dispose the personnel according to the corporate management regulations or government related laws and regulations.

**3.6 Health and Safety**

In addition to submitting the occupational safety and health work conducts to Occupational Safety and Health Administration (OSHA) for approval, the company also establishes labor safety organization and operation supervisor, and company committee members in a total of 8 people to continuously improve and promote labor safety and health work in addition to following provisions set forth in Electric Industry Conduct Code (EICC) and conform to standards of environmental safety and health regulations. The company establishes social responsibility management system and institution to effectively manage health safety and hygiene work, including health safety management system, occupational disaster prevention mechanism, care for employee health, and emergency contingency plan and drills too reduce corporate risks, prevent occupational hazards, assure labor safety and health, fulfill corporate social responsibilities, and maintain sustainable management.

## (1) Health Safety Management System

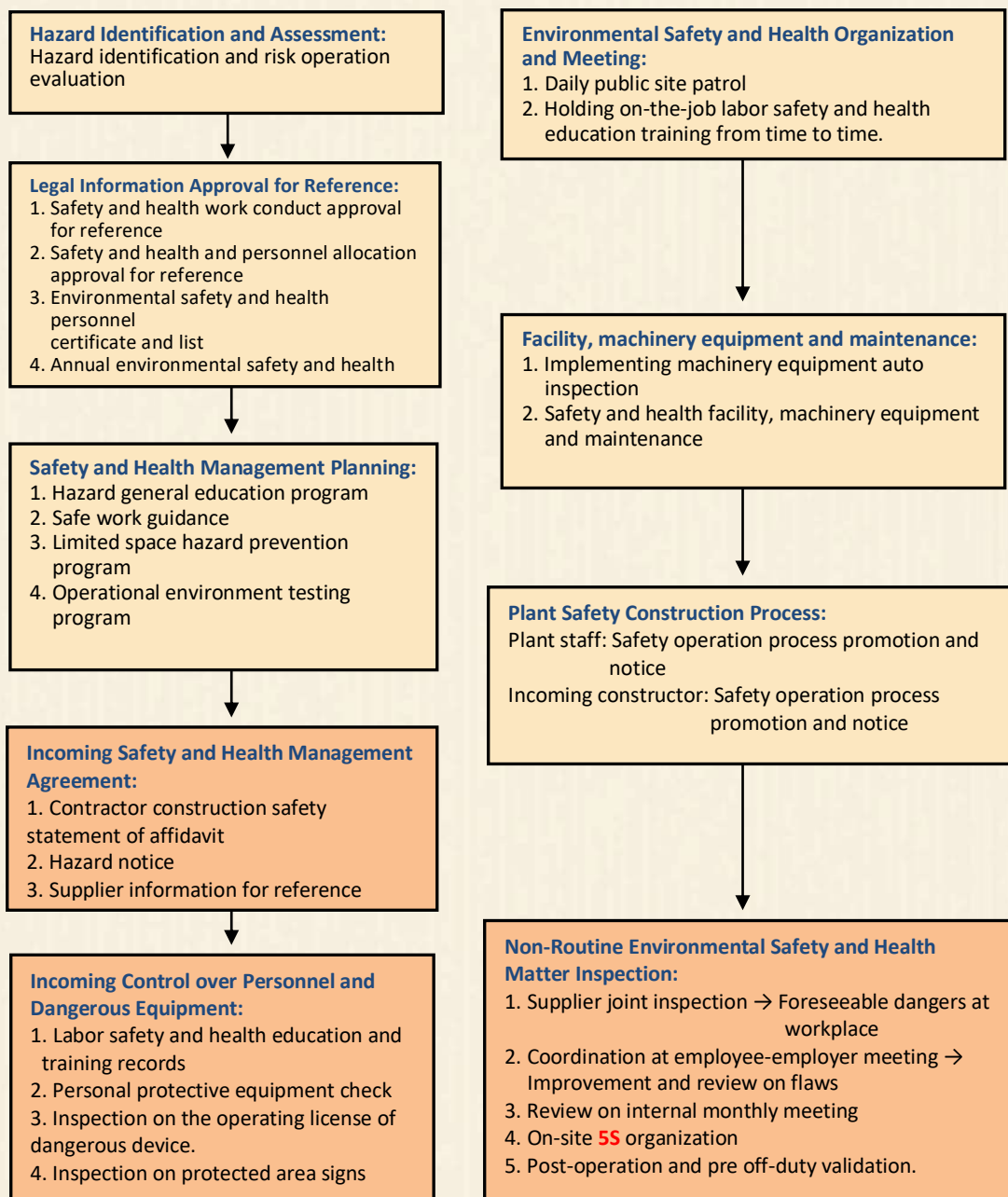
Procedures for operation management:

According to the hazard identification and evaluation result → Legal information approval for reference → safety and health management planning → Incoming safety and health management agreement → Control over incoming personnel and dangerous equipment

Procedures for Routine Communication and Inspection:

Establish environmental safety and health organization and meeting → Facility, machinery equipment and maintenance → Plant safety and construction process control

More operation procedures are described in the following flowchart:



## (2) Occupational Disaster Prevention Mechanism

In addition to conduct routine hazard identification and risk assessment and develop different operation procedures by the level of risks according to the operating standards of Occupational Safety and Health Act, the company also schedules annual safety and health related educational training such as arrangement of fire and fire distinguishing drills and emergency evacuation drills, instructing employees to acquaint with the safety and health facility and the usage in the company. Consequently employees will intuitively determine the possible impact before disaster takes place and timely use fire distinguisher and guide employees with proper evacuation in advance to prevent injury of major accidents.

### ● Disaster Prevention Program:

- 1) Continue the inspection on various operations to identify sites or environmental control with high risks or hazards in addition to conducting relevant engineering improvement measures.
- 2) Employees are required to wear earplugs or relevant personal protection device for routine operation at high-noise area. Non-routine inspection will be implemented to avoid hearing loss or labor accident.
- 3) Employees will be arranged routinely for annual health examination, including hearing or other occupational factors due to operation.
- 4) Professional lecturers are invited to conduct relevant labor safety training and seminars.
- 5) The security guard at the gate will guide the traffic for incoming and outgoing employees, keeping a safe commute for employees going and leaving work by cars, scooters and on feet.



In addition to physical health, mental health cannot be ignored. The management department regularly organizes a series of lectures on physical and mental health in the factory. Through lively communication, employees can easily enrich their health professional knowledge, and they can also enjoy a way of relieving work pressure in a balance of body and mind after work.



## (3) Care for Employee Health

Health is the most important indicator for employees to be comfortable at work. We take care of the physical and mental development of employees in various units according to law, and outsource qualified hospitals or health inspection institutions to implement employee health inspections every two years; at the same time, they will conduct health care seminars to teach employees about health reports and key health care..



The company not only cares for the physical health but also the mental health of employees. The Management Department routinely organizes physical and mental health series seminars in the plant to allow employees easily gain health professional knowledge through lively exchange apart from enjoying the method to alleviate work stress through a physical and mental stage of balance.



## (4) Emergency Contingency

### 1) Flood Drills

To help employees understand the fright and prevention knowledge of flood, This year the company invites Taiwan Association of Disaster Prevention Industry and promotion related to flood distinguishing knowledge at the plant. At the same time, the company implements fire and emergency escape and evacuation drills for all employees to participate so that they will respond accordingly in the event of major flood, which will avoid major loss in life or property.



### 2) Electricity Blockout Contingency

Due to the occasional emergency electricity blackout by Taipower during the peak season of electricity use in the summer, the company routinely holds rehearsal for electricity blackout and the procedures for electricity restoration for employees to respond accordingly in the event emergency blackout by Taipower. The company expects to continue operation for various facilities and operations through continuous simulation and practice, thereby to minimize the disaster and loss.

