

Labor Relations

(I) The Company's various employee welfare measures, continuing education, training, retirement system and its implementation, as well as the agreements with employees as an employer

and various employee rights protection measures:

1. Staff welfare measures:

The Consolidated Company has a staff welfare committee, which is responsible for the planning and implementation of various staff welfare programs. The main welfare measures and implementation are as follows:

- (1) Gifts for Dragon Boat Festival, Mid-Autumn Festival, birthday, marriage and childbearing.
- (2) Payment of subsidies for bereavement, injury, hospitalization and major disasters, etc.
- (3) Provision of health check-up, group insurance and preferential housing purchase benefits.
- (4) Organizing various activities such as sports games.
- (5) Planning travel subsidy scheme.
- (6) Allocate and distribute remuneration to employees according to the Articles of Incorporation.
- (7) Hold monthly birthday party and organize afternoon tea activity to enhance communication among employees.

2. Staff further education and training system:

The Human Resources Department of the Administrative Department of the Consolidated Company formulates an education and training plan every year according to business development and staff career needs. Each employee needs to attend at least 12 hours of training courses each year. The overall training type is divided into internal and external training, and the training scope is summarized as new recruits, general knowledge, management knowledge and ability, professional skills training and further training subsidies, etc. The implementation situation is as follows:

- (1)Internal training: Senior or specially trained staff will serve as lecturers to impart their own experience and professional knowledge.
- (2)External training: Participate in professional courses offered by business management consulting companies, educational training institutions and government agencies, and provide employees with subsidies for external training in accordance with regulations every year.
- (3)Training for new recruits: Introduce the organization and system, work rules and duties, explain the operation rules and procedures, and conduct regular assessment and supervise the new recruits to write a report after the probation period expires.
- (4)General training: Training courses are available to all staff, such as "Writing of Document and Signature", "Talk on 'Three Highs' and Metabolic Syndrome", "Talk on Toxicity in Life and Easy Life without Toxicity" and "Talk on New Trends in Smart Living Space in Post-epidemic World".
- (5)Management knowledge and ability training: Professional training courses are offered for middle and high-level employees from time to time.
- (6)Professional skill training: In order to enhance the overall strength, employees are encouraged to attend professional skill training courses and obtain professional certificates, and return to training regularly.
- (7)Continuing education subsidy: Select and send outstanding employees to study in domestic universities, and the Company will subsidize their tuition and miscellaneous fees according to regulations.

3. Code of Conduct and Ethics for Employees:

All employees of the Consolidated Company shall abide by laws and regulations and the

company's internal control system when handling the company's affairs, and adhere to personal integrity and social ethics standards in order to safeguard the company's assets, rights and image. Its scope covers the following items:

- (1) Protection of Confidential Information: Each employee of the Consolidated Company is required to sign a "Staff Security Statement" upon arrival, promising not to disclose the company's business secrets in any form during his tenure or after leaving office.
- (2) No attempt to gain personal interest: Each employee of the Consolidated Company shall not attempt to gain personal gain through the use of the company's property, information or by taking advantage of his/her position, and shall not run the company's similar businesses for himself/herself or for others.
- (3) Not to ask for improper benefits: Each employee of the Consolidated Company is not allowed to ask for gifts, kickbacks, entertainment or other improper benefits from the company's customers, nor is the supervisor allowed to accept any form of gifts from his subordinates.
- (4) Fair Trading Standard: Each employee of the Consolidated Company shall treat the company's incoming (outgoing) customers, competitors and employees fairly.
- (5) Insider trading is strictly prohibited: Each employee of the Consolidated Company is not allowed to use insider information obtained from the execution of the business to profit others or seek personal gain. The Company's financial and business information shall not be published without permission or disclosure, so as not to affect the rights and interests of other shareholders.

4. Retirement system:

The Consolidated Company has retirement rules for formally employed employees. The retirement conditions, pension payments and calculation methods of employees shall be handled in accordance with the Labor Standards Law, Labor Pension Regulations and relevant laws and regulations.

The new pension system under the "Labor Pension Act" is a defined contribution system. The pension shall be paid by the Consolidated Company at a monthly rate of not less than 6% of the employee's monthly salary and stored in the special personal pension account of the Labor Insurance Bureau.

The old pension system of the "Labor Standards Act" is a defined benefit system. At the time of approval of retirement, two bases will be given for each full year of the employee's working experience, but for more than 15 years of working experience, one base will be given for each full year, with a total of up to 45 bases. The pension payment is calculated by multiplying the above base standard by the average monthly salary for the six months prior to the approved retirement date. At present, the Consolidated Company allocates employee retirement reserve at 2% of the total monthly salary of employees, and supplements the retirement reserve in accordance with Item 2 of Article 56 of the Labor Standard Act. The special account is stored in the Bank of Taiwan.

5. Work environment and personal safety protection measures for employees:

The Consolidated Company is committed to providing employees with a safe, healthy and comfortable working environment. In addition to continuing to handle various safety and health education and training, publicity and drills, the Consolidated Company also provides group insurance, labor insurance, national health insurance and health examination for all employees. Relevant measures are as follows:

- (1) Abide by safety and health-related laws and other requirements, regularly carry out office or work environment tests, and participate in relevant activities organized by the North District Labor Inspection Bureau of the Labor Committee.
- (2) Set up fire fighting equipment and firefighter organizations that meet the regulations and standards, regularly check the equipment status, and report the annual fire fighting equipment

safety inspection report on time.

- (3) Carry out labor safety and health education and training, propaganda and drills from time to time, and encourage employees to obtain labor safety and health and fire control related certificates.
- (4) Provide staff with a health check-up every year at the company's expense.
- (5) In line with the requirements of labor health protection rules, the building operation segment continued to promote the occupational health of employees. On December 2, 2018, the building operation segment was certified for "ISO 45001 Occupational Safety and Health Management" by the international certification authority SGS.

(II) Agreements with employees and employer:

The labor relations of the Consolidated Company have always been harmonious and harmonious. There is no labor dispute, so there is no labor agreement.

(III) Losses suffered as a result of labor disputes in the latest year and up to the date of publication of the annual report, and the estimated amount of losses that may occur at present and in the future and the corresponding measures:

The Consolidated Company has no labor disputes, so this subparagraph is not applicable.