

CHAPTER 5

Employee Well-Being

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Yearly Performance Highlights



Material Topics

Management Approach for Talent Attraction and Retention

Policy and Commitment

The Company attracts and retains talent by continuously monitoring industry trends, establishing competitive compensation and benefits policies, and demonstrating its development potential, promotion pathways, and diverse learning, growth, and training opportunities.

Adjustment Measures

To attract talent and enhance the Company's competitiveness, we offer compensation, benefits, and a work environment that surpass peers. We continuously improve and adjust to meet employee needs and expectations.



Adjust the reward system to increase talent retention rates



Positive Opportunities

Providing good remuneration, benefits, and working environment assists in employee retention, thereby stabilizing human resources and mitigating the impact of manpower shortages on the Company.



Negative Risks

Increased turnover rates will negatively impact companies by increasing recruitment and new employee training costs, and also affect corporate image.



Short-term Goals

- * We continuously attract outstanding talents through various recruitment channels.
- * Provide a variety of training opportunities to help employees continuously enhance their professional skills and managerial roles.
- * Develop a competitive compensation and benefits policy.



Medium- to Long-term Goals

- * Plan diversified education and training to assist employees in comprehensive development, enhance competitiveness, and grow together with the Company.
- * Create a decent workplace environment and provide employees with comprehensive life care to enhance employee loyalty and satisfaction.

5.1 Talent Attraction and Retention

ITH values employee compensation and implements multiple talent recruitment programs to create a harmonious work environment and labor-management relations. Through various recruitment channels, we continuously attract outstanding talents and provide a variety of training opportunities to help employees continuously enhance their professional skills and managerial roles. Coupled with the development of a competitive compensation and benefits policy, we aim to increase workplace retention rates. In the future, we will continue to monitor industry trends and uphold the principle of internal fairness to develop competitive remuneration and benefits policies. We aim to create an excellent training system and work environment, and provide employees with comprehensive life care.

◇ Diversity and Inclusion

ITH upholds the core philosophy of diversity and inclusion, striving to create a fair, open, and respectful work environment where colleagues from diverse backgrounds can fully realize their potential. We not only pursue diversity in numbers but also actively foster a workplace atmosphere where every employee can feel safe and accepted.

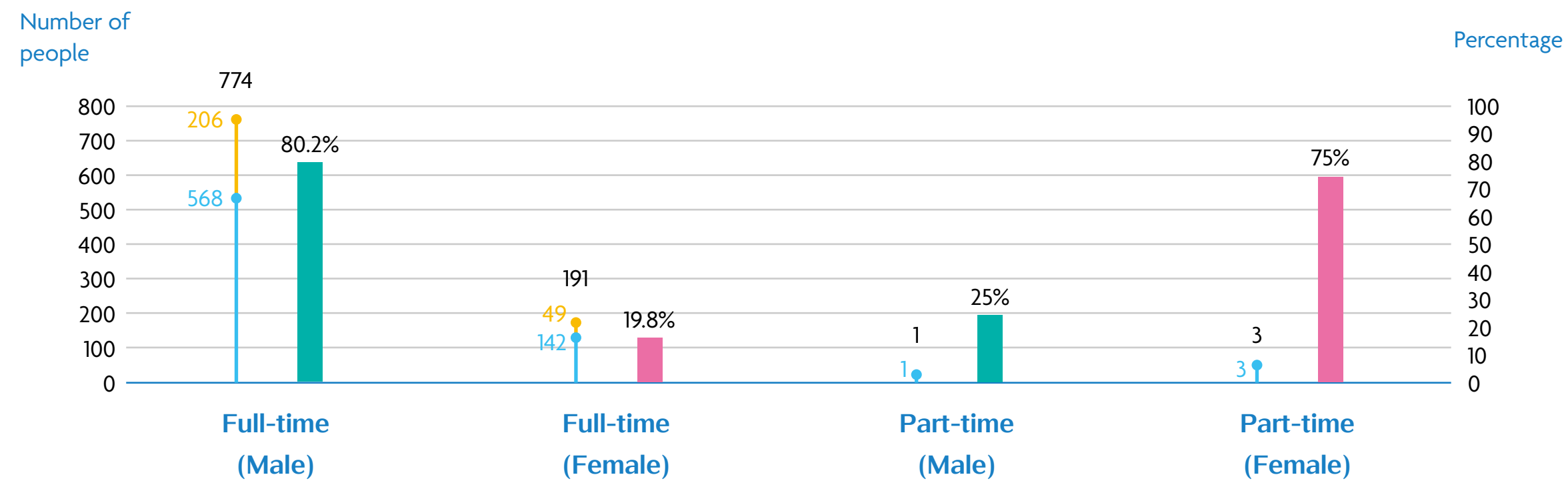
The total number of employees at ITH is 969, with a gender distribution of 775 male and 194 female employees, including both directly hired full-time and part-time employees. During the reporting period in 2024, the number of employees increased by 7.8%, which is considered normal fluctuation in response to company operations needs.

The semiconductor industry has long faced gender imbalance. We recognize this challenge and continue to ensure equal opportunities for females in career development through open and transparent performance evaluations, promotion, and talent development systems. Additionally, we regularly conduct engagement and satisfaction surveys for new employees, establishing an effective feedback mechanism as a basis for continuously optimizing management and enhancing the sense of belonging.

We believe that only by having diverse thinking within the organization can we more comprehensively empathize with customer needs and enhance organizational resilience, and market competitiveness. In the future, ITH will continue to strengthen its diversity and inclusion policy, set clear goals, and track the results to ensure that diverse values become an integral part of the corporate culture. This effort will drive the Company and all stakeholders towards sustainable development together.

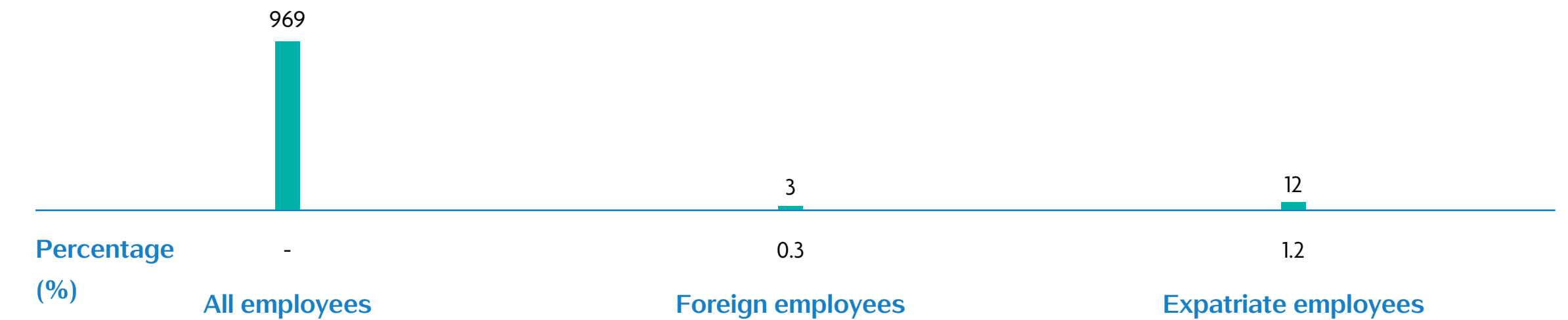
Total Number of Employees

● Taiwan ● Overseas ● Male ● Female



Note 1: Using the values on December 31, 2024, as the basis for statistics.
 Note 2: Regular personnel are full-time or part-time employees with indefinite-term contracts.
 Note 3: No temporary employees (employees with fixed-term contracts) were hired in that year.
 Note 4: As of December 31, 2024, there were no workers who are not employees on duty.

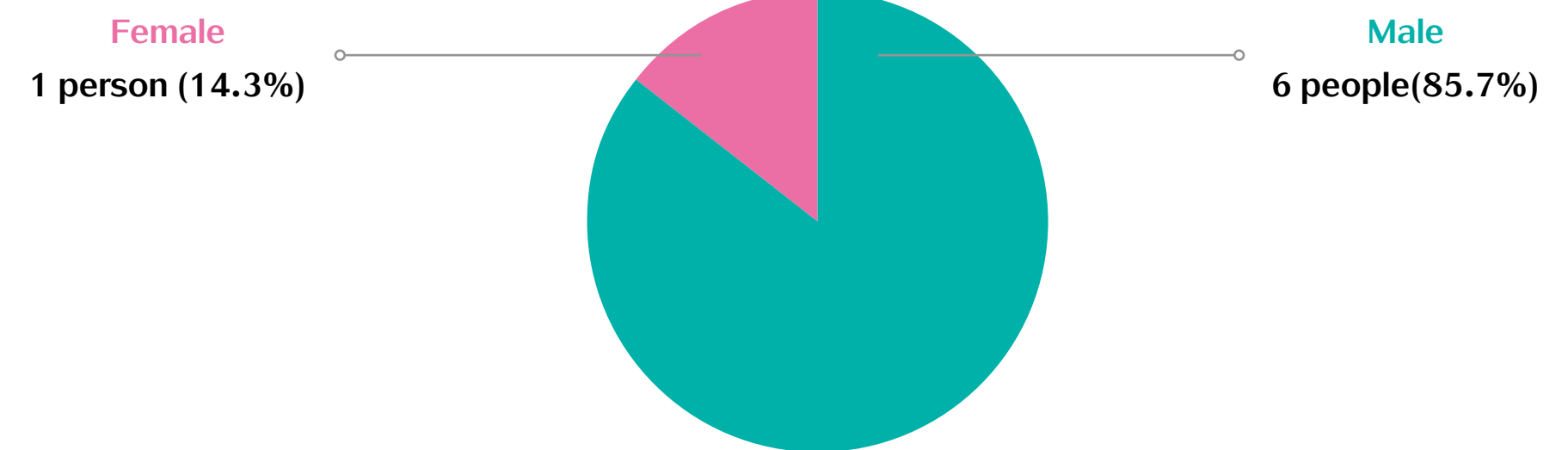
Foreign and Expatriate Employees



Note 1: Foreign employees are those who need to apply for work visas in the country where they are employed.
 Note 2: Expatriate employees are those whose country of work is not their country of employment.

Employees with Disabilities

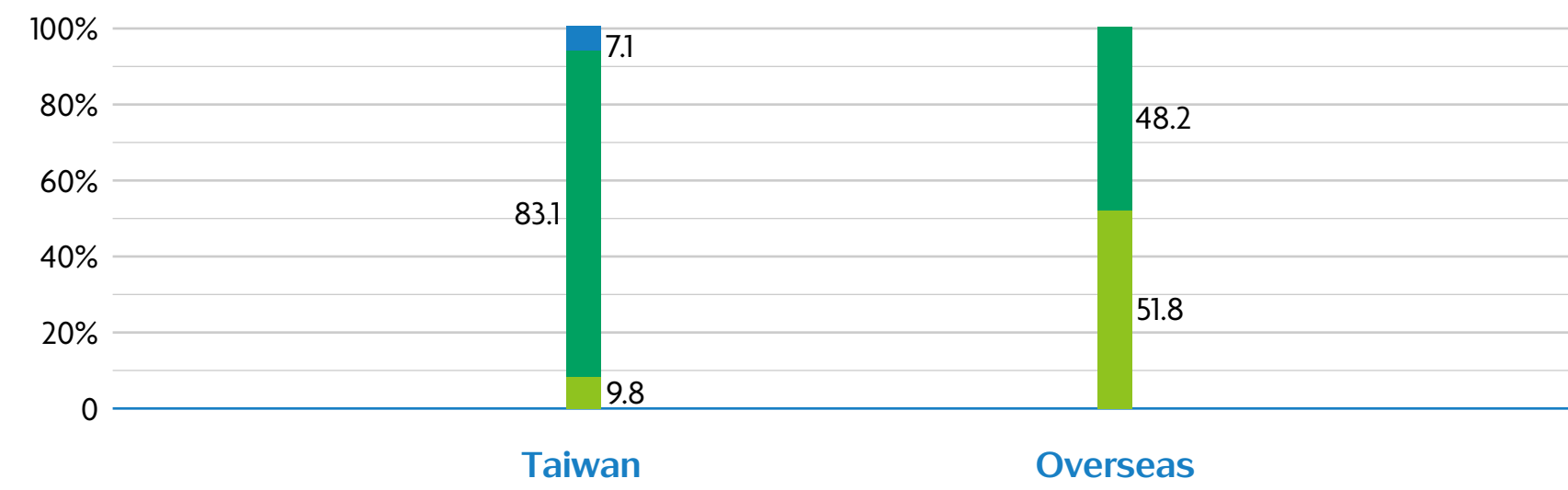
Hired a total of 7 employees with disabilities in 2024, meeting the statutory quota to protect their employment rights and provide fair opportunities



Personnel Age Structure

Unit : %

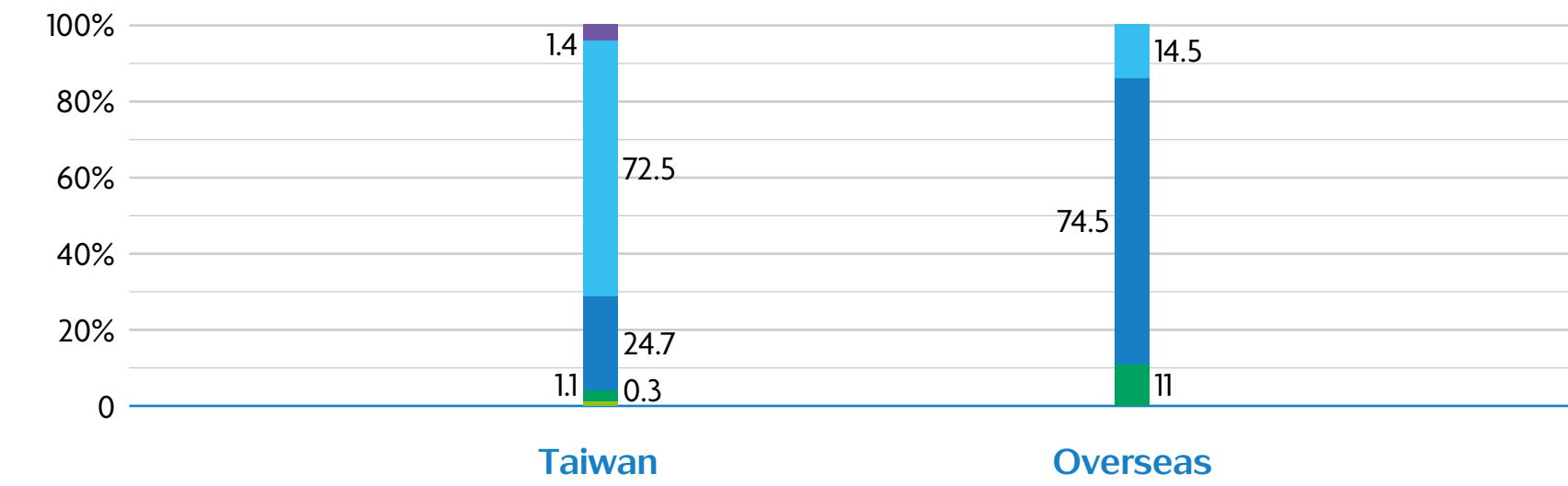
● Under 30 years old (exclusive) ● 30 to 50 years old ● 51 years old and above (inclusive)



Distribution of Employee Educational Background

Unit : %

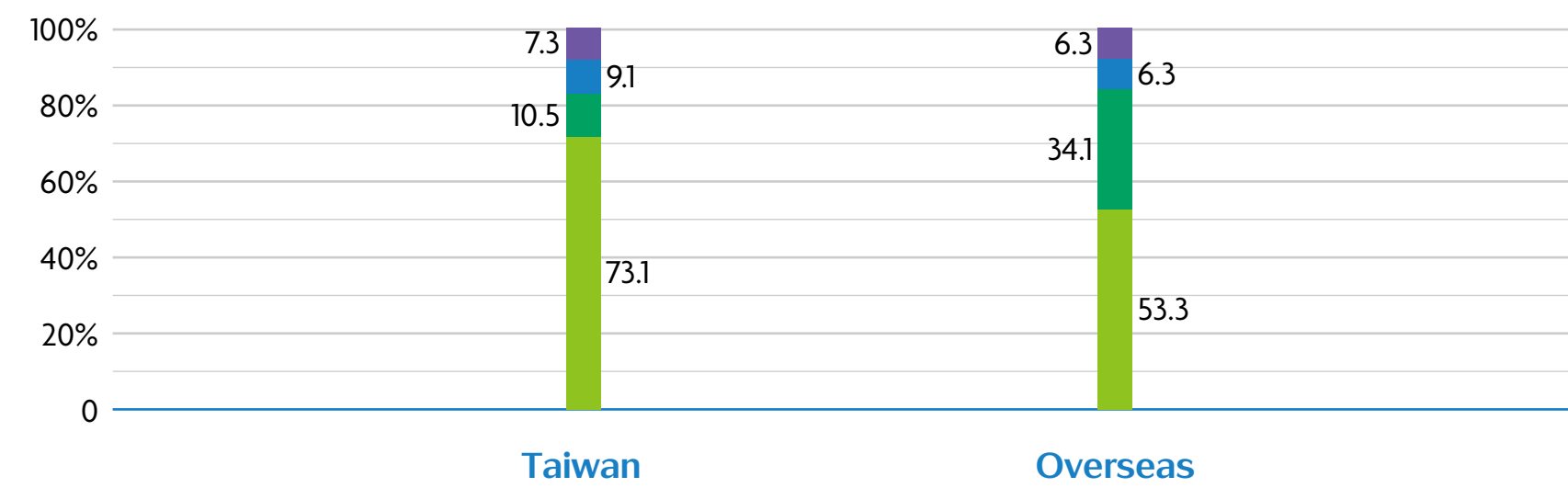
● High school ● Associate degree ● Bachelor's degree
● Master's degree ● Doctorate degree



Employee Position Ratio

Unit : %

● Research and development ● Engineering and technology
● Administrative support and management ● Marketing and sales

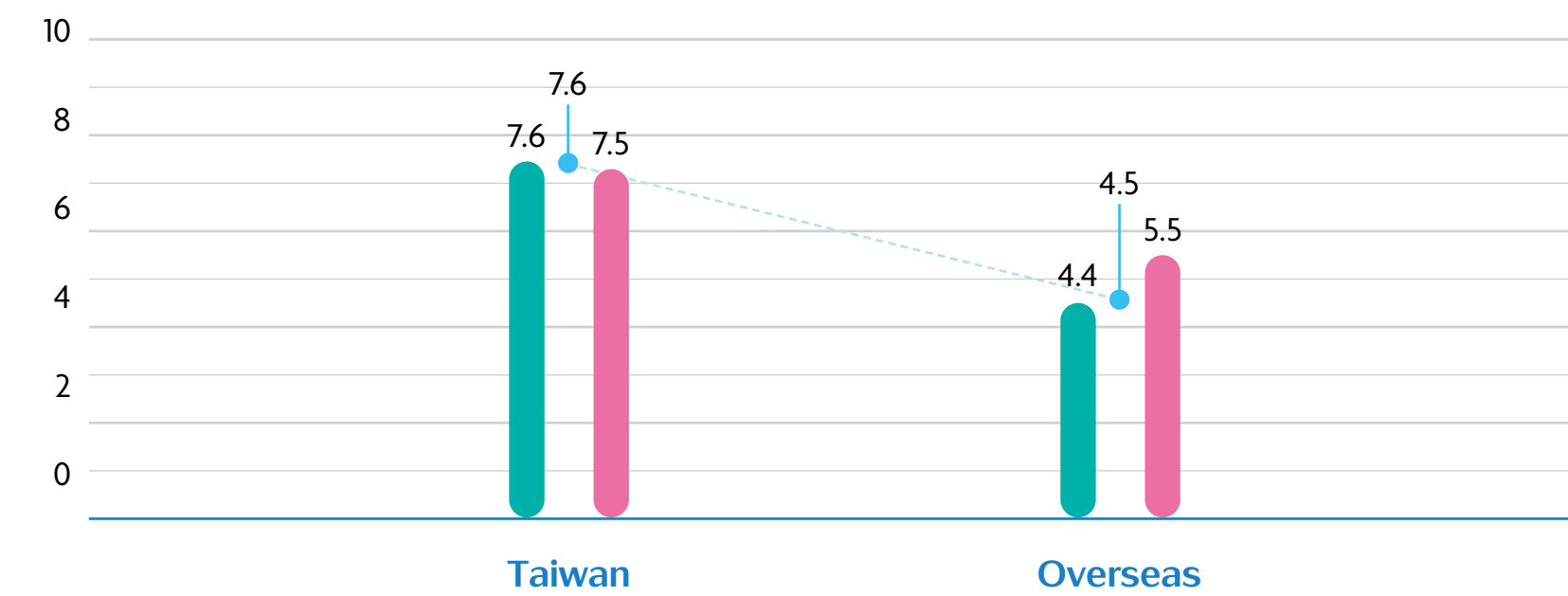


Average years of service

Unit : Year

● Male ● Female ● Group

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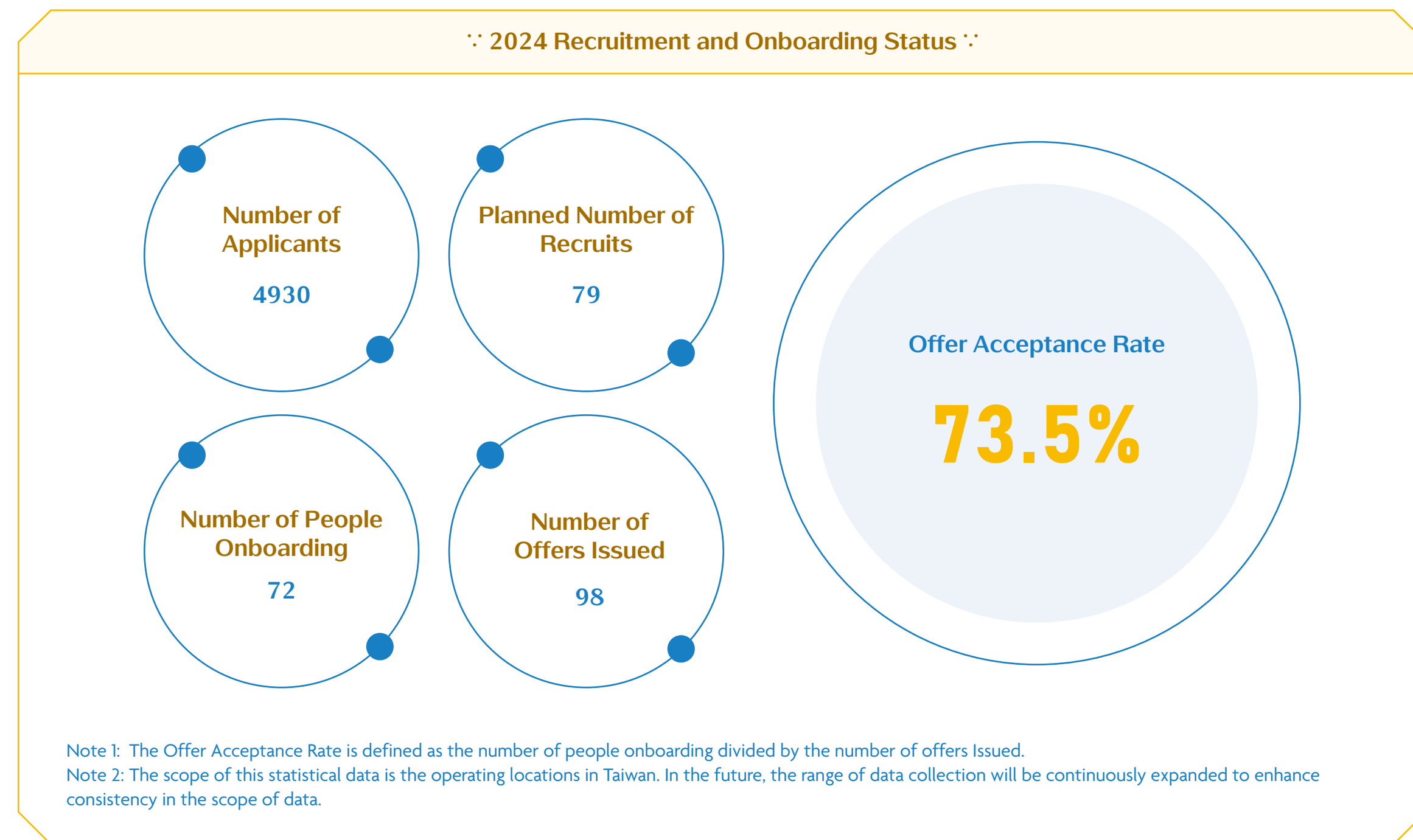


◆ Talent Recruitment

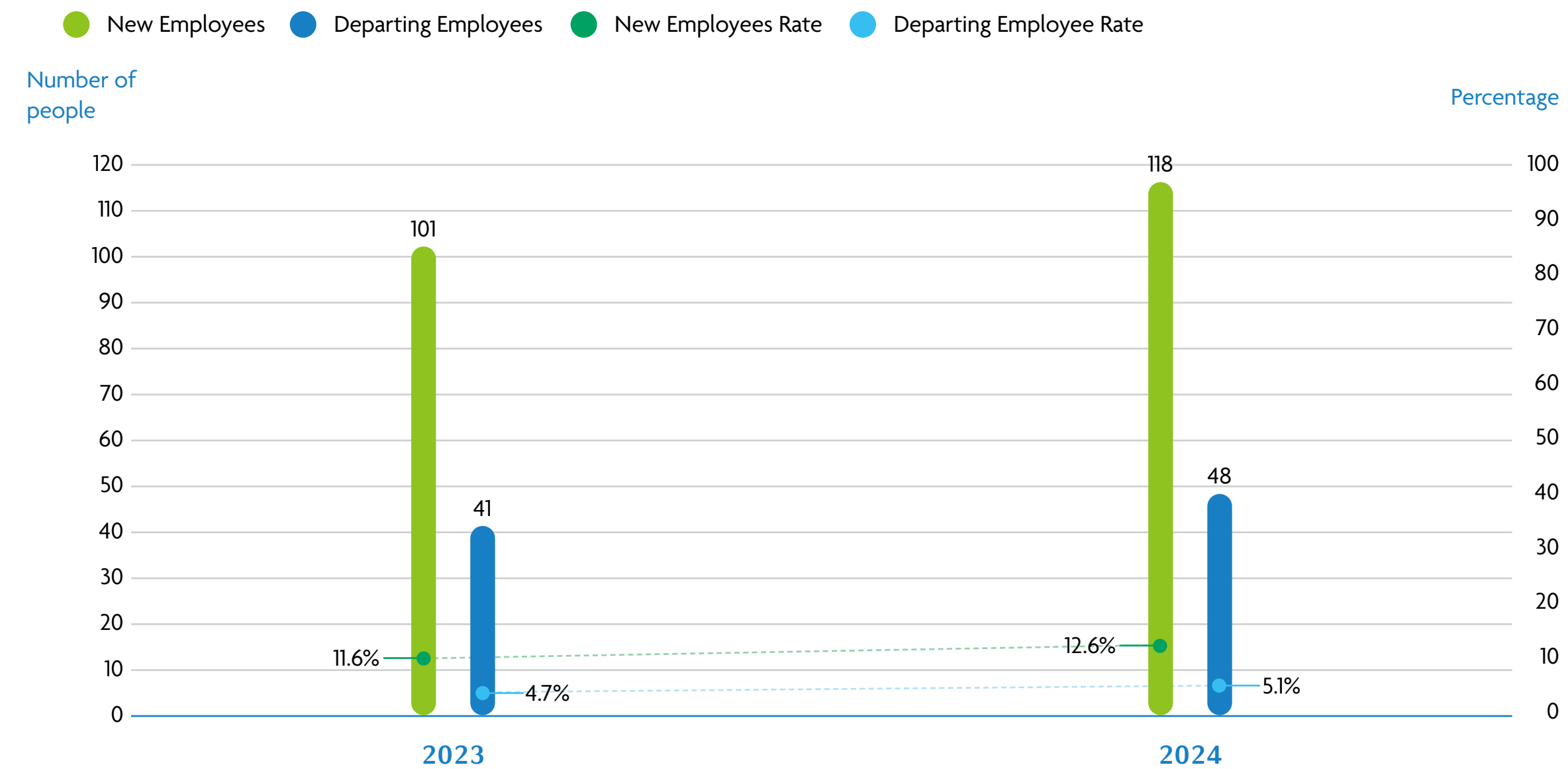
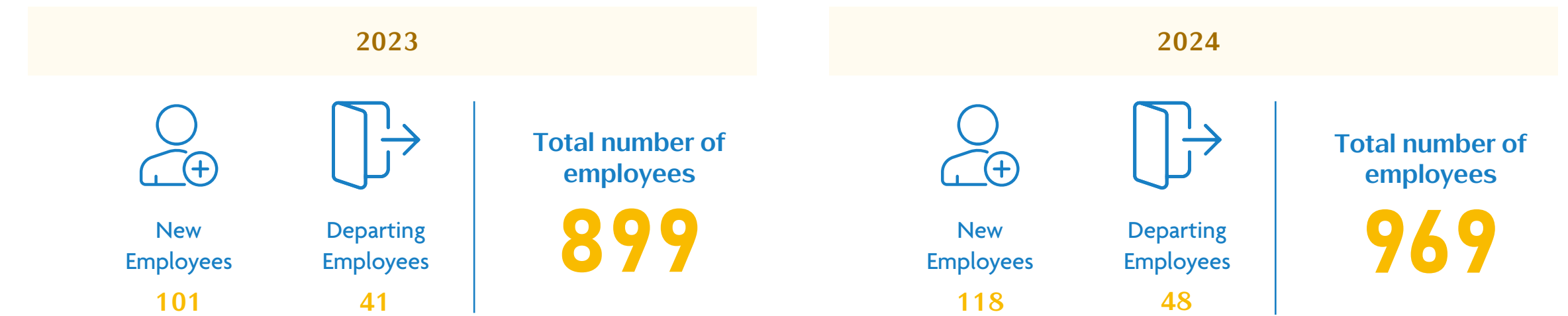
By the end of December 2024, the number of departing employees was 48, with a turnover rate of 5.1%. Our employee turnover rate remained at a healthy level, and ITH continues to adjust the reward system to increase talent retention rates. In 2024, 101 new employees were recruited, ensuring a continuous influx of new members, with a new employee rate of 12.6%, allowing the Company to continuously gain new skills and experiences externally. This helps us maintain momentum in the process of innovation and R&D.

Recruitment and Onboarding Status

ITH is committed to building a competitive compensation system and continuously optimizing talent development mechanisms to attract diverse and outstanding talents. In 2024, we planned to recruit 79 employees in Taiwan, with a total of 4,930 applicants, demonstrating the talent market's recognition of the ITH brand. In the year, a total of 98 job offers were issued, with the actual number of people onboarding of 72, resulting in an acceptance rate of 73.5%. In the future, we will continue to deepen industry-academia relationships and strengthen our employer brand image to attract like-minded talents, supporting the organization's diversity and sustainable development.




New Employees / Departing Employees




Note: New employees & departing employees rate = New employees & departing employees Number of employees / (Number of employees at the beginning of the period + number of employees at the end of the period) / 2

Age Distribution of New Employees

Due to ITH's subsidiary, ILI Technology, having been deeply engaged with campuses for many years, actively participating in campus recruitment activities, and sponsoring campus sports events, it has effectively strengthened its employer brand image and attracted young professional talents to join. New employees in 2024 were primarily under 30 years old, demonstrating the Company's appeal to young professional talents.

Items/Year			2024					
			Taiwan		Overseas		Subtotal	
 New employees	Under 30 years old (exclusive)	Male	23	69.7%	30	88.2%	53	79.1%
		Female	10	30.3%	4	11.8%	14	20.9%
	30 to 50 years old	Male	31	72.1%	5	83.3%	36	73.5%
		Female	12	27.9%	1	16.7%	13	26.5%
	51 years old and above (inclusive)	Male	2	100.0%	0	-	2	100.0%
		Female	0	0.0%	0	-	0	0.0%

Age Distribution of Departing Employees

Items/Year			2024					
			Taiwan		Overseas		Subtotal	
 Departing employees	Under 30 years old (exclusive)	Male	2	33.3%	4	80.0%	6	54.5%
		Female	4	66.7%	1	20.0%	5	45.5%
	30 to 50 years old	Male	15	53.6%	3	75.0%	18	56.3%
		Female	13	46.4%	1	25.0%	14	43.8%
	51 years old and above (inclusive)	Male	5	100.0%	0	-	5	100.0%
		Female	0	0.0%	0	-	0	0.0%





Talent Recruitment Project

ITH actively engages in campus talent recruitment, participating in a total of 8 campus career fairs in the spring and fall of 2024, including those held at National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Cheng Kung University, National Central University, National Chung Cheng University, etc. Through on-site interactions and exchanges, we enhanced students' brand awareness and career attractiveness toward ILI Technology, allowing potential talents to gain a deeper understanding of the Company's technology fields, corporate culture, and development opportunities. This further attracted outstanding students to join, laying a foundation for future talent deployment.

In addition to expanding campus recruitment, we also promote an internal referral system. Through the "employee referral bonus program," we encourage colleagues to recommend outstanding talents, leveraging internal networks to discover potential talents. In 2024, ITH's subsidiary, ILI Technology, specifically launched the "Become an ILI Family Member" referral program, allowing employees' children or siblings to participate in referrals, strengthening internal and external talent connections.

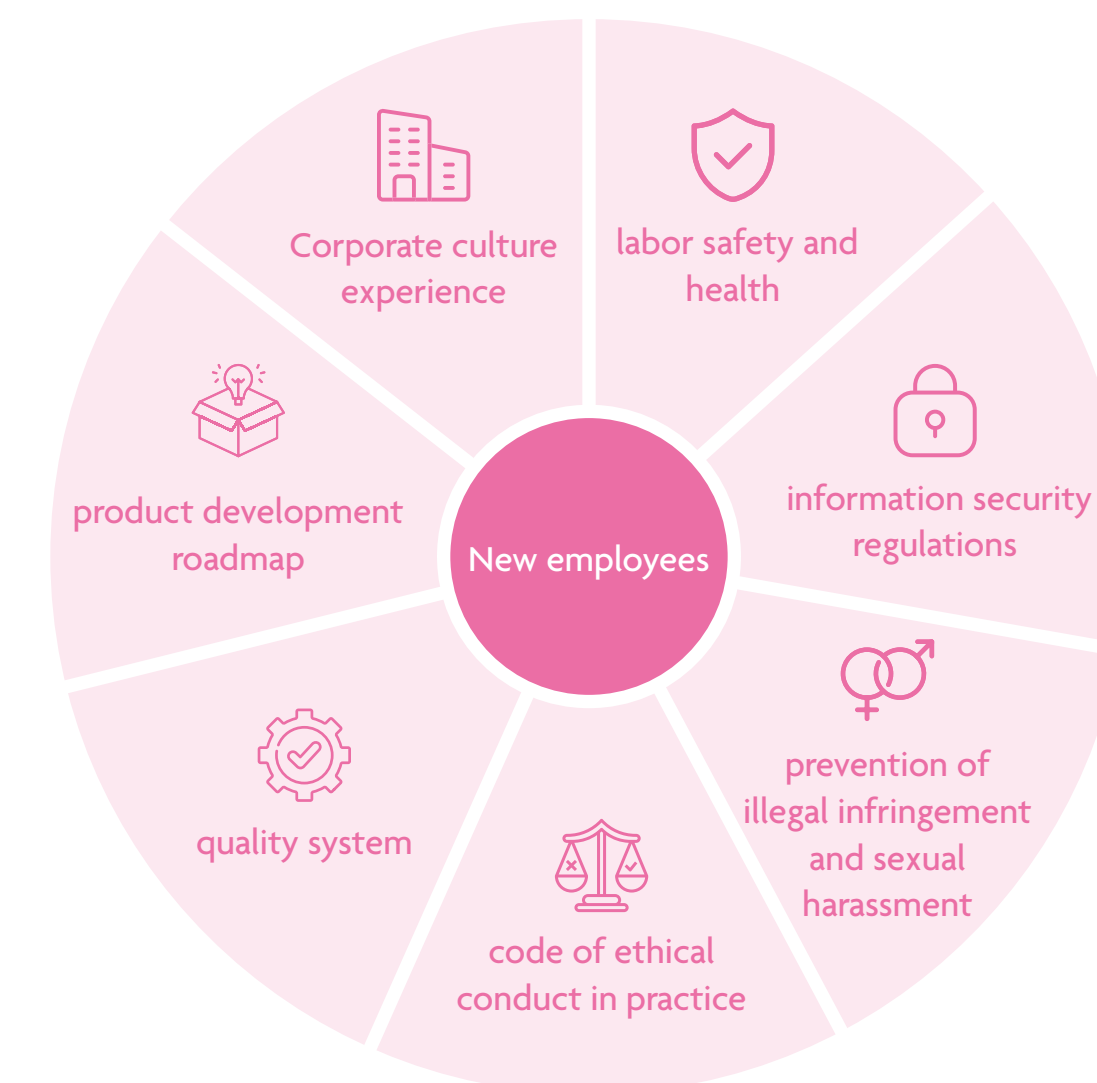
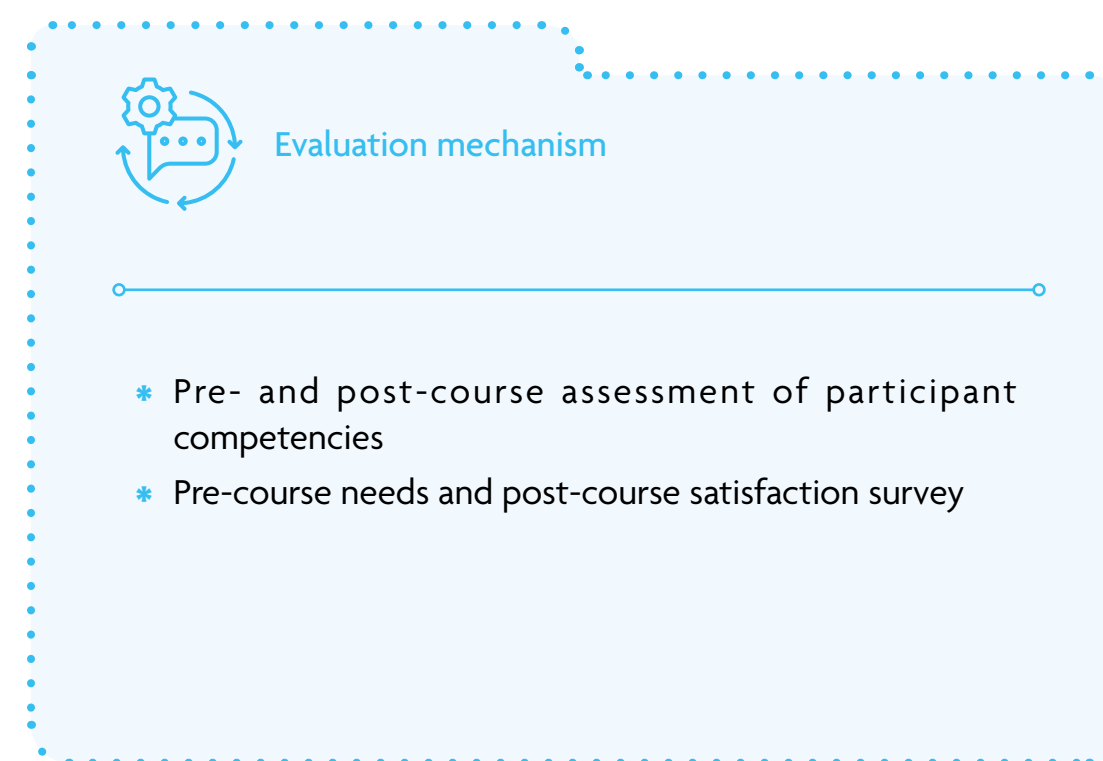
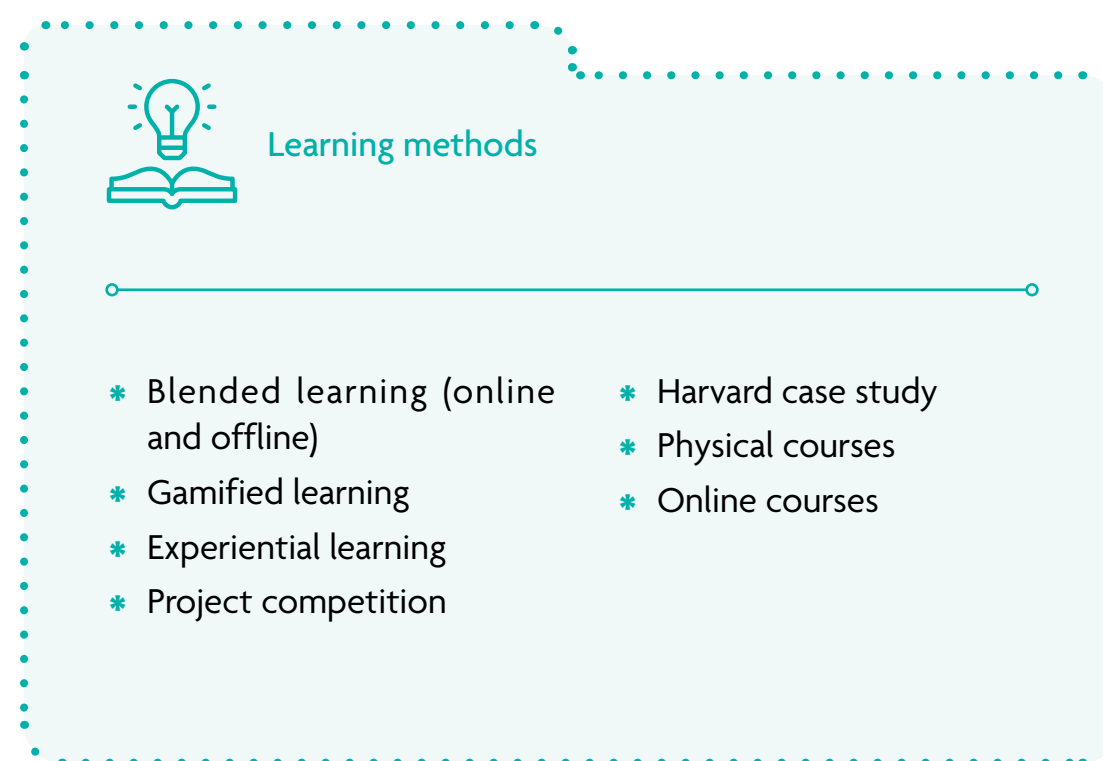
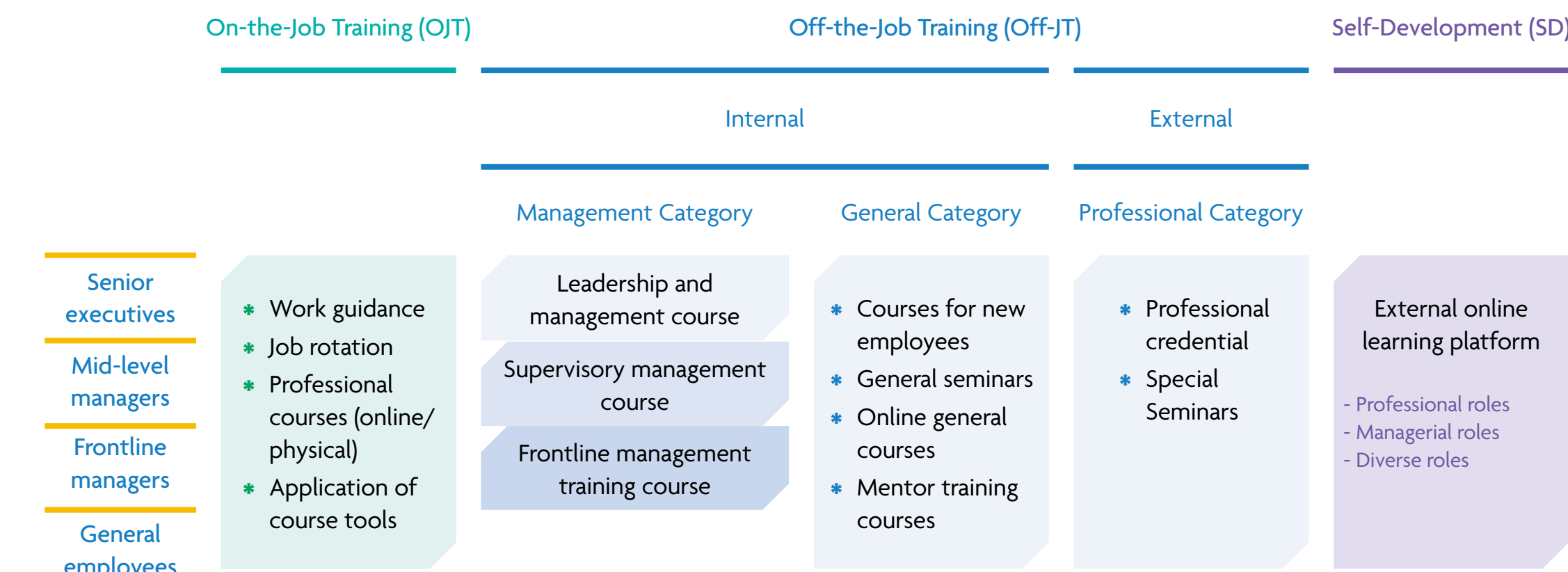
In addition, we actively participate in campus activities, such as collaborating with the Graduate Institute of Electrical Engineering, National Tsing Hua University, team and sponsoring the Meichu Games between National Tsing Hua University and National Yang Ming Chiao Tung University, to deepen our connection with the student community. This not only enhances the Company's visibility but also demonstrates our attention and support for young talents. We hope to continuously expand our reserve of technology talents through diverse recruitment channels and campus engagement, laying a solid foundation for the Company's long-term development.

5.2 Talent Development ✨

◇ Education and Training System

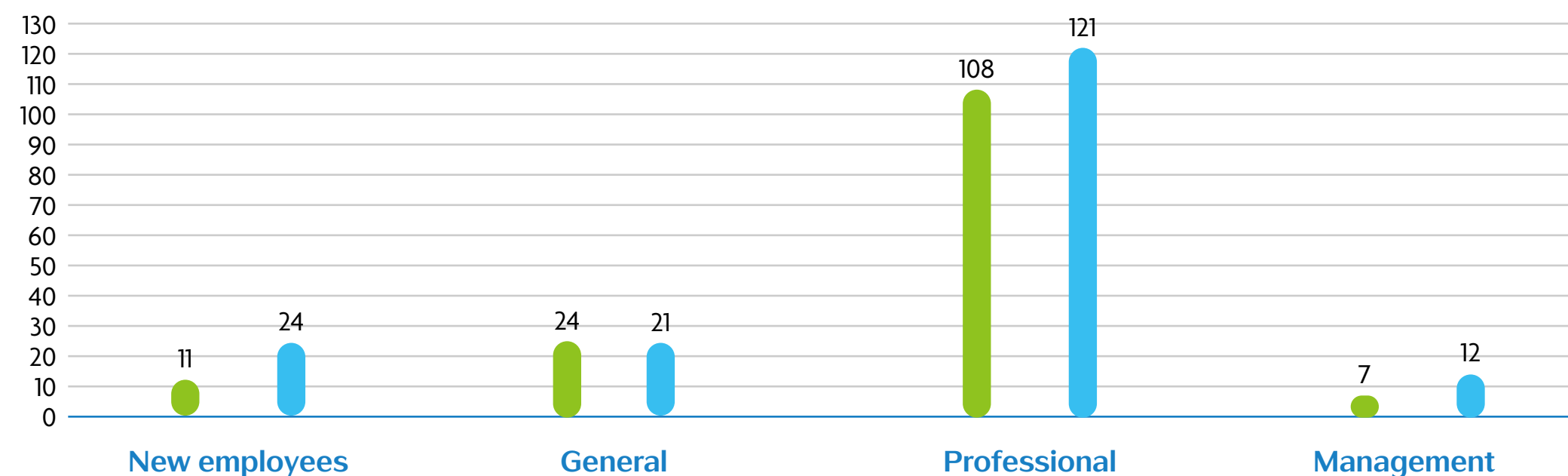
ITH values employees' personal expertise and career development, therefore we plan comprehensive education and training, provided jointly by internal and external professional training organizations for the organization and talent development. Training content is adjusted based on annual investigation and planning, designing general and professional courses for both new and current employees to enhance their professional skills and managerial roles.

The education and training system is divided into new employee training, manager training, general training, and professional training. The new employee training focuses on providing basic knowledge to new employees, covering corporate culture and related regulations. It also conveys an overview and knowledge of the Company's products, helping employees to quickly integrate into and familiarize themselves with the Company. Additionally, training is also provided for managers at different levels to ensure continuous growth in their competencies and to enhance team leadership abilities.

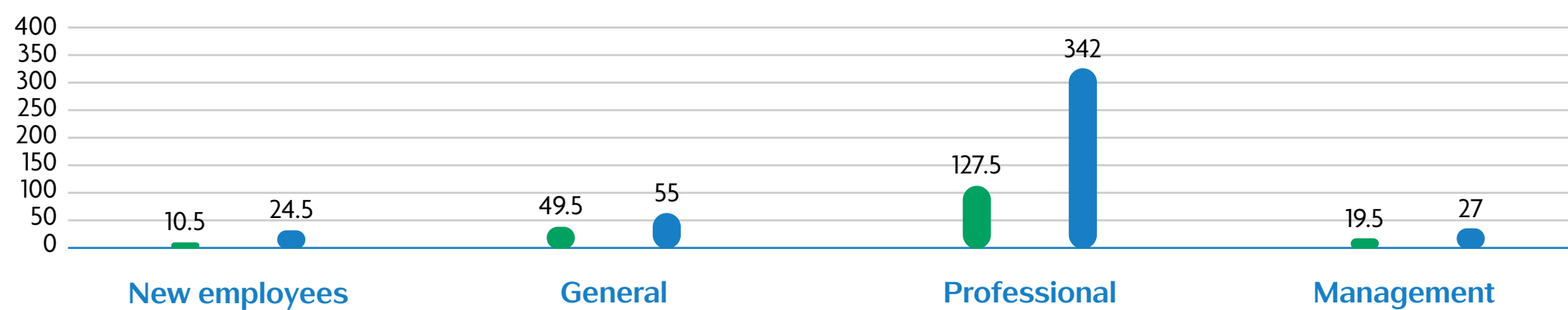


Implementation Results

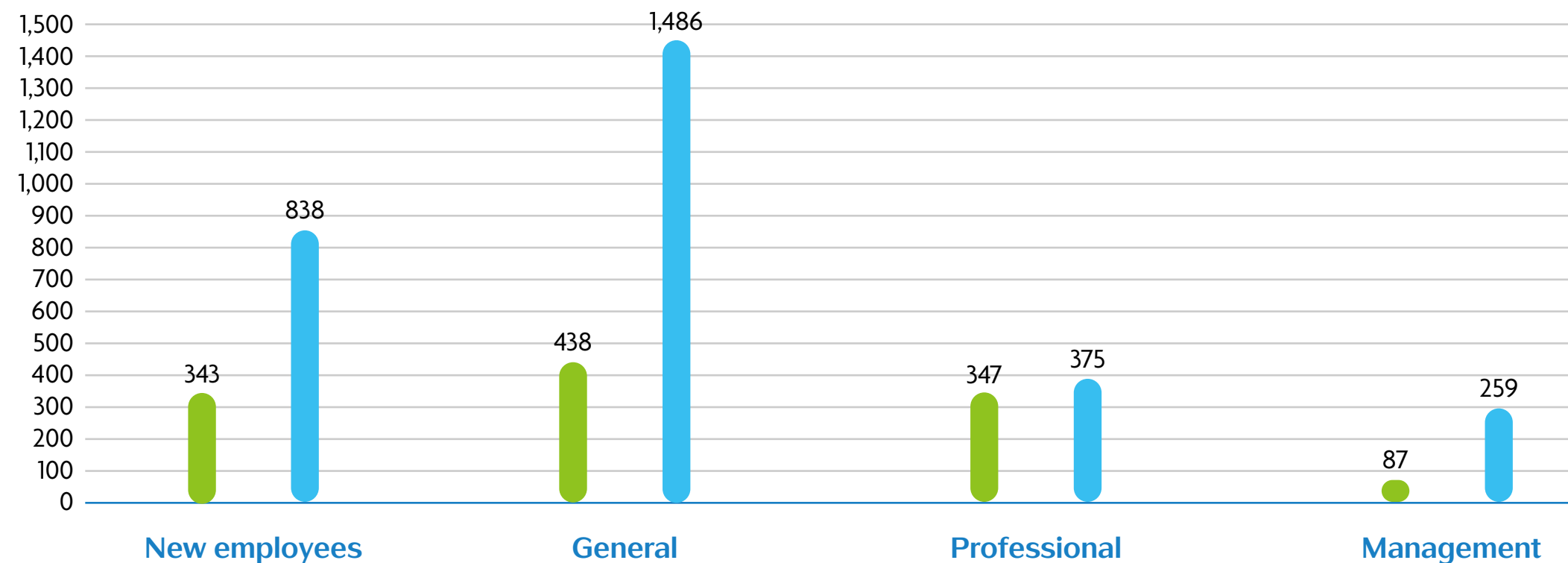
● 2023 Number of Classes ● 2024 Number of Classes



● 2023 Hours ● 2024 Hours



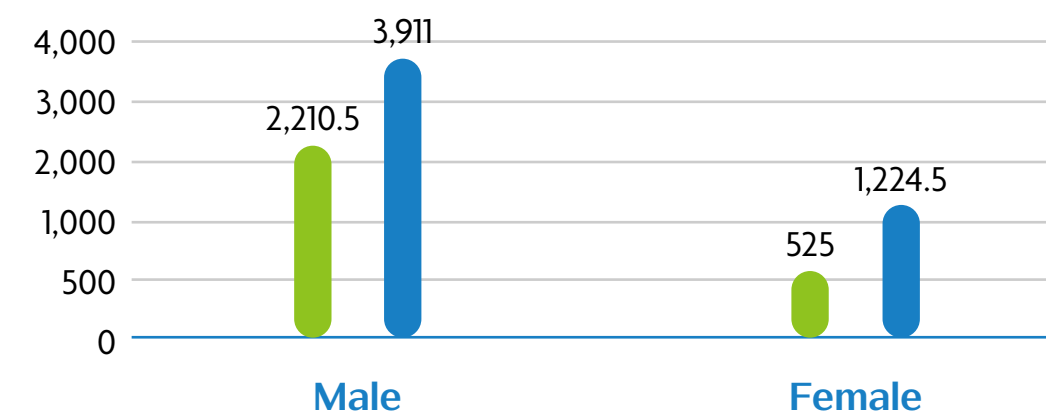
● 2023 Number of Participants ● 2024 Number of Participants



Note: The scope of these statistics only includes ILI Technology Corp. It will gradually improve the overseas training effectiveness management mechanism and incorporate it into the scope.

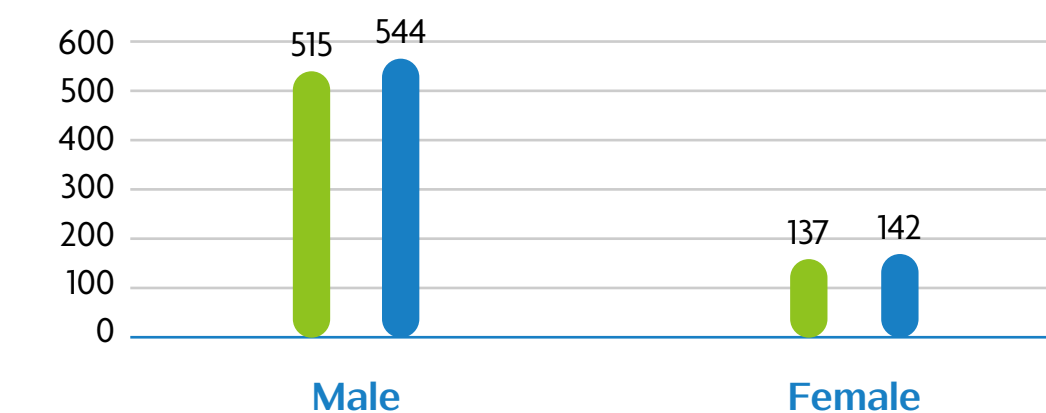
Total training hours

● 2023 ● 2024



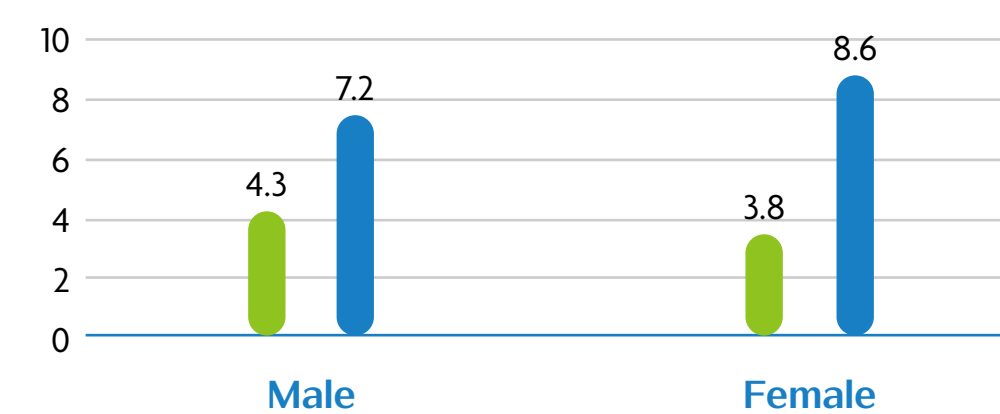
Number of employees

● 2023 ● 2024



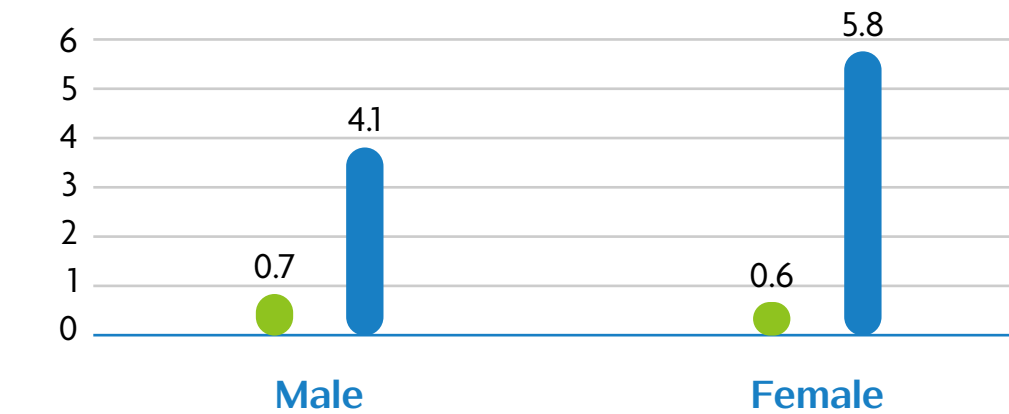
Average training hours

● 2023 ● 2024



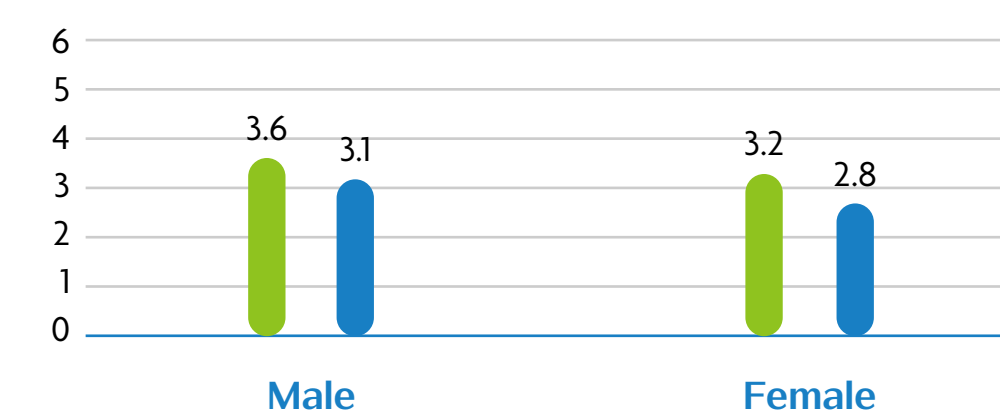
Average training hours (physical)

● 2023 ● 2024



Average training hours (online)

● 2023 ● 2024



New Employees Education and Training — Core Value Experience



New employee training covers the knowledge, skills, and cultural heritage required for the job. Starting in 2024, we have planned a series of cultural experiences through experiential learning to help new employees personally experience how the Company's core culture is reflected in work and life during team competitions. This will aid in understanding the Company's core values of "Ambition, Courage, Communication, Responsibility, and Integrity," and establish a common language to facilitate the smooth progress of subsequent work.

In addition, through courses introducing the Company's development direction and product roadmap, we help new employees understand their role positioning and the impact they can bring to the organization, giving every employee the opportunity to become a force for change.



Ambition



Courage



Communication



Responsibility



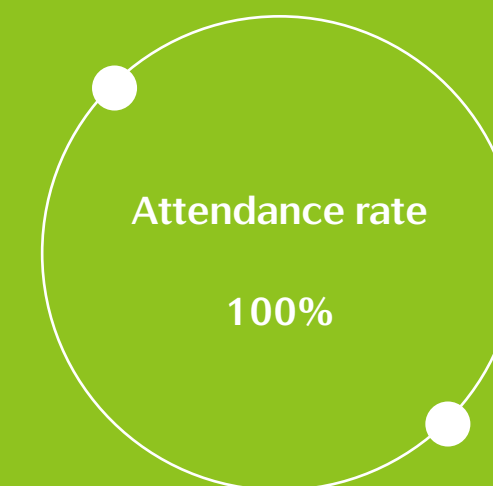
Integrity

Learning and Growth Evolution — Promoting Blended Learning



We promote a learning culture through diverse learning methods, moving towards becoming a learning organization. In 2024, for the course "Empowered Leadership—Subordinate Development and Coaching Skills," we collaborated with iLearning for the first time to introduce blended learning and gamified learning models, demonstrating a spirit of learning innovation.

The course design is divided into two stages: the first stage involves online courses for theoretical learning to establish fundamental concepts, and incorporates the learning platform PaGamO to enhance learning engagement and strengthen review and assessment effectiveness. The second stage comprises physical courses focusing on case discussions and practical exercises, allowing participants to apply learned concepts and tools in simulated scenarios, breaking through the limitations of one-way teaching and deepening learning outcomes.



Attendance rate

100%



Overall course average satisfaction

4.7/5

Enhancing New Employee Retention — Promoting the Mentor System

Counselor Benefits and Rewards

Selected as a Counselor

-Immediate Rewards Upon Appointment

- * 1+1 Coffee Voucher
- * Teacher's Day Appreciation Gift

Mentoring New Counselors

Bonus Awarded

-Non-Managerial Role Eligible
\$2,000 Gift Voucher

New Counselor Retention

-Successful completion of probationary period
followed by six months of continued service

✦ Completion of Training ✦

Online + In-Person Training

In 2024, we collected feedback from department heads and new employees through questionnaires and interviews, achieving an overall job satisfaction score of 8.7. However, the feedback also indicated that there is still room for improvement in the two main themes of "life adjustment" and "work satisfaction." To address this we have set out to plan a Mentor System, and we expect to enhance the support system for new employees through the following measures:

- Clearly define the responsibilities of mentors, offering specific guidance and support directions for new employees.
- Continuously establish mentoring guidelines as tools for mentors to lead new employees;
- Design online courses and workshops to enhance the skills of mentors in life care and workplace guidance, promoting two-way learning between mentors and new employees, and fostering team cohesion.

Additionally, we will also host Teachers' Day events to express gratitude and recognition to the mentors, while discovering potential future management talents from among them as a talent reserve for the organization's long-term development.

◆ Performance Review Mechanism

ITH values each employee's career development. Through the annual performance review mechanism conducted in May, direct supervisors carry out a comprehensive evaluation based on employees' job performance, professional abilities, and personal attributes. Timely training and guidance suggestions are provided to help colleagues discover their potential and clarify their career direction, serving as a basis for future talent cultivation and job placement.

The Company's performance system emphasizes both work outcomes and behavioral performance, ensuring that employees demonstrate professional behavior aligned with corporate values and continuously create value in their work performance. To leverage the advantages of diverse talents, we have designed differentiated assessment indicators for managerial roles and professional positions, ensuring that employees of various functional types can utilize their strengths within the organization and continue to grow.

In 2024, except for new employees who have not yet reached the evaluation cycle, all current employees undergo regular performance and goal reviews, demonstrating the Company's commitment to fair opportunities and career support.



5.3 Employee Benefits and Activities ✨

◆ Benefits System

To provide colleagues with a better working environment, ITH offers various benefits, subsidies, and allowances to employees in accordance with the "Employee Welfare Fund Regulations." These include different types of monetary gifts and meal subsidies, and travel subsidies, to enhance employees' health and well-being, reduce stress, and achieve work-life balance.

The Company values the health of its employees, offering numerous health-related support, including periodic physical examinations that exceed statutory requirements, group insurance, and others. Additionally, on-site physician consultation services are arranged every two months to provide employees with health-related assistance.

Additionally, the Company regularly organizes outdoor activities and gatherings to enhance communication among employees and foster team spirit. At the same time, we provide break areas and convenience stores in the office to offer employees a better working environment.



Various gifts/gold

- * Cash gifts for birthdays
- * Cash gifts for marriage
- * Cash gifts for childbirths
- * Employees/Spouse cash gifts for birthdays



Health promotion

- * Annual physical examinations
- * Free group insurance
- * Massage service by the visually impaired
- * Vitality health station



Subsidies and allowances

- * Travel subsidies
- * Gym membership subsidy
- * Funeral subsidies
- * Children's scholarships
- * Hospitalization consolation gold
- * Meal subsidies
- * Parking subsidies
- * Department meal subsidies

Company welfare facilities



Sports equipment



Sports equipment



Aerobics room



KTV karaoke room



Basketball machine



Convenience store discounts



Helmet washer and dryer



Vending machine subsidies

◆ Childcare Support

ITH provides basic protection measures for employees before and after childbirth in accordance with relevant regulations to help colleagues achieve appropriate work-life balance. Employees are entitled to apply for prenatal care leave, paternity care and paternity leave, pregnancy stabilization leave, and maternity leave in accordance with the law before and after childbirth. After childbirth, those who qualify may apply for unpaid parental leave according to regulations to accommodate personal child-rearing needs.

In addition, the Company also plans necessary arrangements according to the "Maternal Health Protection Measures Plan," including pregnancy health risk evaluation, establishment of breastfeeding rooms, provision of parking spaces for pregnant employees, and breastfeeding breaks, to ensure the workplace environment meets basic health and safety requirements. For employees who are pregnant or returning to work after childbirth, physician consultation and health care can be arranged as needed to provide necessary support.

Category	Gender	2023	2024
a. Maternity leave	Male	30	23
	Female	6	7
b. Actual use of maternity leave	Male	1	2
	Female	1	3
c. Eligible for reinstatement in the year	Male	0	3
	Female	1	1
d. Actual reinstatement in the year	Male	0	1
	Female	1	1
e. Remained employed for 1 year after returning from maternity leave	Male	0	0
	Female	1	1
Reinstatement rate	Male	-	33.3%
	Female	-	100%
Retention rate	Male	-	-
	Female	-	100%

Note 1: Only Taiwan operating locations are counted

Note 2: Maternity leave: Number of employees who applied for paternity and maternity leave in the year

Note 3: Actual use of maternity leave: Number of employees who applied for maternity leave in the year

Note 4: Eligible for reinstatement in the year: Number of employees whose maternity leave expires during the year

Note 5: Actual reinstatement in the year: Number of employees whose maternity leave expires during the year and who reinstated during this period

Note 6: Remained employed for 1 year after returning from maternity leave: Number of employees who returned from maternity leave and remained employed for 1 year

◆ Retirement Plan

The Taiwan subsidiaries of the Company have established defined contribution pension plans in accordance with the "Labor Pension Act," applicable to employees with local nationality. Employees of the Company and its domestic subsidiaries are covered under the Labor Pension system as specified in the "Labor Pension Act," contributing 6% of their monthly salary to their personal account with the labor insurance bureau. The payment of employees' pensions is based on the amount in their individual pension accounts and the accumulated earnings, which can be received as either a monthly pension or a lump sum pension payment.

The subsidiaries located within Mainland China allocate endowment insurance funds based on a specific percentage of the total employee salary in accordance with local government regulations. These funds are paid to the relevant government departments and saved in a dedicated account under each employee's individual account.

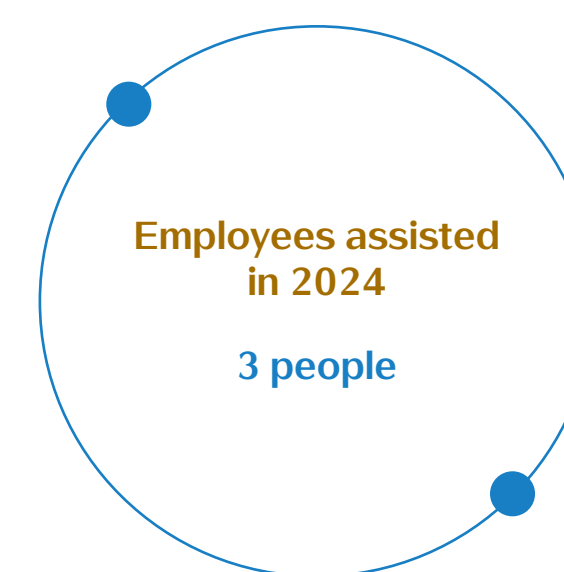
∴ iLong-Term Care Nebula Plan ∴

In response to Taiwan's impending transition into a super-aged society, ITH has included family care-related services and support in the employee benefits items as part of its ESG development strategy.

Since the introduction of the iLong-Term Care Nebula Plan, regular electronic newsletters providing health education information have been issued to make employees more familiar with the long-term care field. As soon as employees encounter issues related to elder care, they can quickly receive referral services. **In 2024, a total of 3 employees with family care needs were assisted.**

Through the Nebula Plan, assistance in evaluating care options and finding resources can help employees break traditional concepts, recognize the needs of elders, improve quality of life, and reduce the decision to interrupt their careers due to family care-giving needs, opening up the imagination of a "family-friendly" workplace.

ITH leads the industry by introducing family care benefits, allowing employees to comfortably express their difficulties and creating a corporate culture that encourages them to voice their care-giving needs, preparing pro-actively for the super-aged era.



◆ Employee Activities

ITH plans a variety of employee activities to enhance employee well-being and strengthen team cohesion. Through these activities, employees are also encouraged to actively participate in social welfare and promote the concept of environmental sustainability. Additionally, the Company also organizes activities that families can participate in together, such as outdoor excursions or carefully prepared festival gifts, to enhance the emotional connection between employees and their families, and to create a warm and harmonious family atmosphere.

Special festivals

Children's Day activities

Colleagues are invited to join hands in charitable efforts, collaborating with public welfare organizations such as the Taiwan Daxin Social Welfare Association, Yellow Ribbon Network Association for Taiwan, World Peace Association, and the Children Charity Association. Through voluntary donations or charity sales, we aim to contribute to those in need. A total of 135 employees responded, raising donations and sales totaling NT\$443,448.

Mid-Autumn Festival activities

The Company meticulously prepared festive gift boxes to convey sincere blessings to colleagues and offered the option to freely select between donating gift boxes or making a voluntary donation to the "Love Dog Association." A total of 204 employees participated in this activity, raising a amount of NT\$168,942, demonstrating the employees' tangible action in caring for society.

Mother's Day activities

The Company carefully prepared two Mother's Day cakes for employees to freely choose the recipient. Whether it's for their own mothers or their spouses' mothers, they can convey abundant blessings and heartfelt intentions.

Dragon Boat Festival activities

Specially prepared delicious rice dumplings for the Dragon Boat Festival to celebrate the occasion with colleagues.

Father's Day activities

Giving razors as gifts on Father's Day allows every dad to feel the thoughtful care and practical blessing.

Employee activities

Year-end banquet

Hold a year-end banquet before the Lunar New Year.

Bowling competition

There are team competitions, and fun contests are arranged to enjoy with colleagues.

Basketball competition

A three-on-three basketball competition was held for employees, and fun contests were designed to enjoy with colleagues.

Badminton competition

A badminton doubles tournament was held at the Taiyuan Badminton Court, where participants engaged in spirited competition with passion and energy.

Table tennis competition

A table tennis competition was held in the Company's internal table tennis room, featuring intense matches to determine the champions.

Photography competition

Held once in the first and second half of the year, colleagues are invited to submit travel photos or

Family Day

Held at Window on World Theme Park, colleagues were invited to bring their families to spend a joyful and memorable time together.



Badminton competition



Year-end banquet

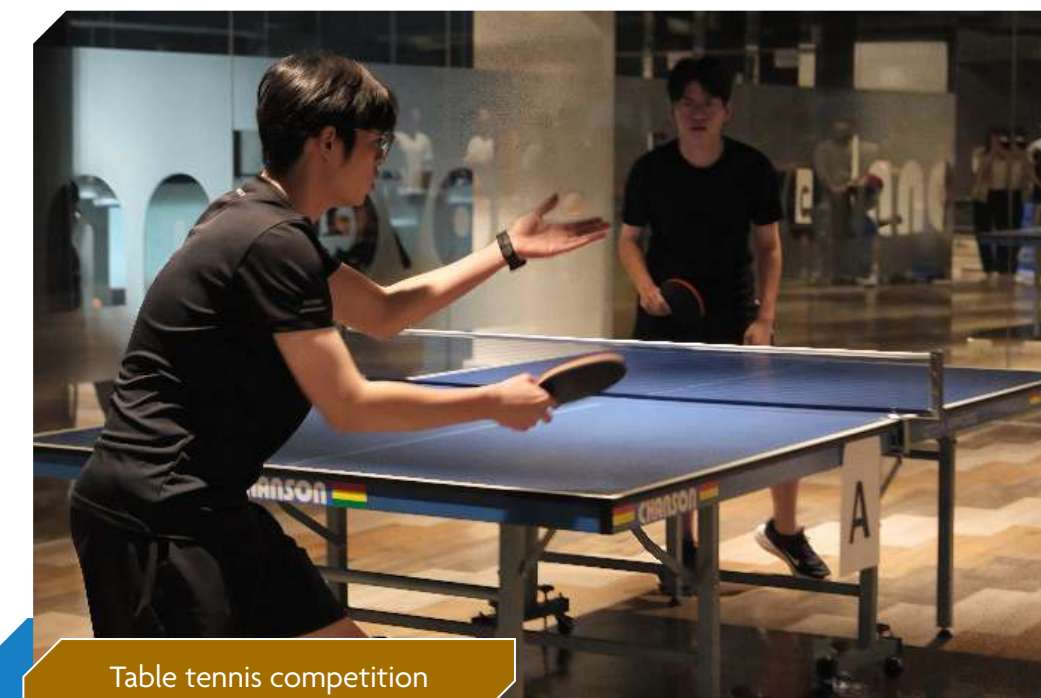


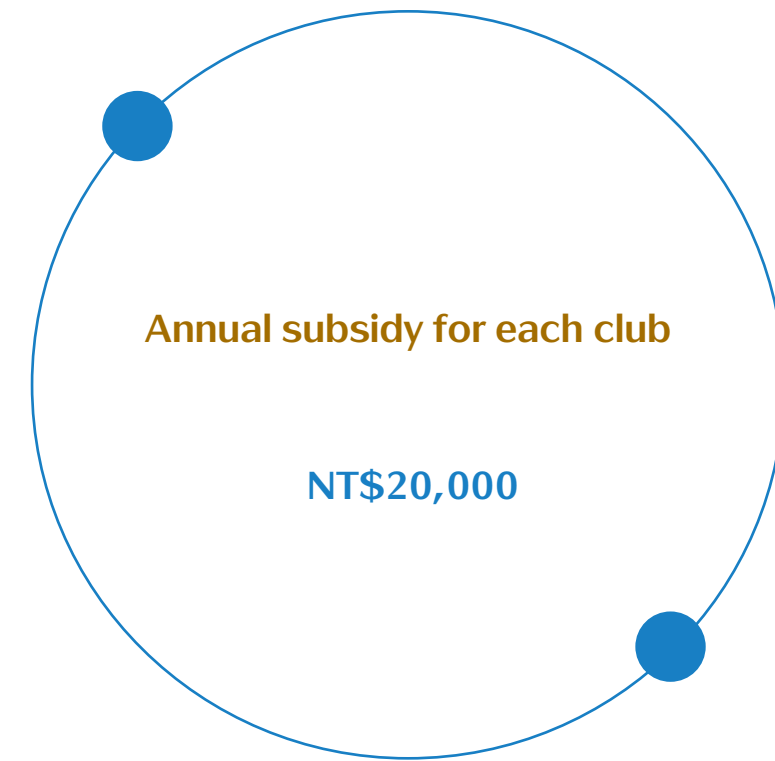
Table tennis competition



Family Day

◆ Employee Clubs

ITH encourages employees to participate in club activities and provides an annual subsidy of NT\$20,000 for each club to assist employees in developing exercise habits after work and enhancing camaraderie. In 2024, two additional employee clubs were established to provide more stress-relief options for employees.



Yoga club

Through yoga activities, employees enhance their physical flexibility, suppleness, sense of balance, and increase muscle strength, while also helping to relax body and mind.

Zumba club

Through energetic, passionate, and rhythmic movements, employees can fully enjoy the fun of dancing while also achieving a slimming effect.

Jogging club

Through irregularly organized jogging activities, like-minded colleagues can enjoy the fun of jogging together.

Badminton club

Organize team competitions at Tai Yuan Badminton Court on an irregular basis, providing an opportunity for badminton enthusiasts from various departments to interact and compete with each other.

Board Game club

Enhance communication through interactive puzzle games and strengthen camaraderie among colleagues in a joyful atmosphere.

Ski club

Provide an environment that nurtures an interest in skiing, allowing employees to relieve stress outside of work.

Bowling club

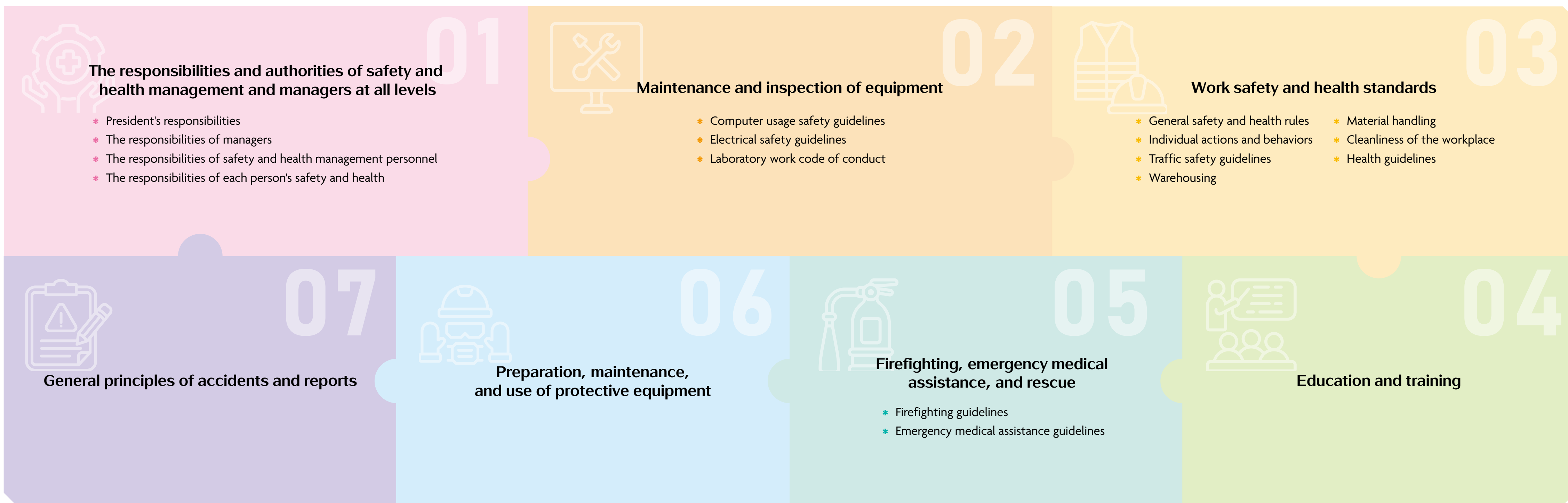
Colleagues who love bowling can regularly gather and enjoy bowling meetings together.

5.4 Workplace Safety and Health ✨

◆ Occupational Safety Management Regulations


To maintain workplace safety and health and protect employees from occupational hazards, ITH has established comprehensive Occupational Safety Management Regulations. These guidelines cover various areas, including responsibilities explanation, equipment maintenance and inspection, work safety and health standards, education and training, incident handling and reporting, and others.

∴ The management procedures for ITH occupational health and safety are as follows ∴




Occupational Accident Statistics

According to the disability determination by the Ministry of Labor, since the working environment of ITH is a low-risk place, no work-related injury incidents occurred in 2024, and no disability cases occurred. In 2024, the number of people injured or deceased due to work-related injuries or ill health was zero.



Occupational Injury Cases in 2024

Gender	Occupational Injuries		Absence Rate (A.R.)		Disability Frequency Rate (F.R.)		Disabling Severity Rate (SR)	
	Number of Employees Injured	Death Count	Total Number of Absenteeism Days	Total Working Days	Number of Disabling Injuries	Total Working Hours	Total Number of Injury Loss Days	Total Working Hours
Female	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0



Number of Employees with Occupational Ill Health in 2024

Gender	Occupational Health	
	Number of Employees Injured	Death Count
Female	0	0
Male	0	0
Total	0	0

Occupational Health Services and Plans



Physical examinations

In 2024, the completion rate of annual physical examinations was


96.5%

with a subsidy amount of

NT\$1,981,200

Note: This refers to ILI Technology Corp.




Health management

After physical examinations, classification management is conducted for employees with abnormal reports, providing health education information, medical follow-up, arranging, and on-site physician consultation services.

Based on the statistical outcomes of the physical examinations and occupational safety questionnaires, employee health promotion and risk management measures are implemented, including abnormal workload-induced disease prevention plans, maternal health protection plans, human factor hazard prevention plans, and directions for prevention of unlawful infringement in the performance of duties.



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學歷	國立台灣大學臨床醫學研究所 臺北醫學大學醫學系
經歷	家庭醫學專科醫師 安寧緩和專科醫師 肥胖醫學會會員 勞務醫學會會員 台灣老年醫學會會員 國立台灣大學醫學院附設醫院家庭醫學部研修 國立台灣大學醫學院附設醫院家庭醫學部住院
專長	家庭醫學、三高慢性疾病、預防醫學、 肥胖醫學、減重門診、婦女保健、 旅遊醫學、老年醫學、安寧緩和醫學



Influenza vaccine

Administered the onsite influenza vaccine for the year, with a total of

105 colleagues and their families participating.



Health measures and benefits

Provide healthy meal options two days a week and set up convenient self-service meal stations.



Health knowledge sharing

Send health newsletters every other week in line with diverse themes such as seasonal solar terms, epidemiology, and others.



Psychological Counseling and Workplace Healthcare

Psychological counseling is promoted and implemented through a combination of "in-person interviews" and "digital platform course information." There were 66 interviews conducted for new employees to assess their adaptation, and 18 interviews for departing employees. The nurses also hold career development consultant certifications, and colleagues may consult with them regarding any career-related concerns. If complete assistance is unable to be provided, referrals to resources such as psychological counseling, medical systems, legal consultation, and others, will be made. The digital learning platform offers courses related to psychology, stress relief, and interpersonal communication, which colleagues can attend online based on their needs or interests.

The workplace medical services items include basic blood pressure, body weight measurement, wound care, and others. The table below summarizes the service items and frequency provided in 2024:

Blood pressure, weight/body fat, blood sugar measurement		2,166 participants
Wound care		135 participants
On-site physician consultation services		67 participants
Colleagues and their families' group insurance application and care		164 participants
Health consultation		2,837 participants

Note: This statistic only includes ILI Technology Corp. In the future, the data collection scope will be continuously expanded to all operating locations.

5.5 Human Rights and Engagement

◆ Human Rights Policy



ITH supports and respects the protection of internationally recognized human rights, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Responsible Business Alliance Code of Conduct.

The Company focuses on the following human rights policy and aims to exert a positive influence on supply chain partners in operational activities, maintaining continuous operations with the same standards. We are committed to regularly reviewing the management and practice of our human rights policy, viewing the creation of a diverse and inclusive (DEI) workplace environment as an integral part of corporate growth.

∴ ITH Human Rights Policy ∴

<div style="border: 1px solid #f9c74f; padding: 5px; margin-bottom: 10px;"> <p style="text-align: center; font-weight: bold; color: #f9c74f;">01</p> <p>Dedicated to eliminating employment discrimination, ensuring equal job opportunities without discrimination based on race, class, language, ideology, religion, political party, place of origin, gender, appearance, facial features, disabilities, or previous union membership, among other non-professional ability factors.</p> </div> <div style="border: 1px solid #f9c74f; padding: 5px; margin-bottom: 10px;"> <p style="text-align: center; font-weight: bold; color: #f9c74f;">02</p> <p>Create a friendly and safe work environment, eliminating all inhumane behavior.</p> </div> <div style="border: 1px solid #f9c74f; padding: 5px;"> <p style="text-align: center; font-weight: bold; color: #f9c74f;">03</p> <p>Maintain employees' physical and mental health and work-life balance, and strive to identify and resolve health and safety issues in the workplace.</p> </div>	<div style="border: 1px solid #f9c74f; padding: 5px; margin-bottom: 10px;"> <p style="text-align: center; font-weight: bold; color: #f9c74f;">04</p> <p>All forms of forced labor and employment of child labor are strictly prohibited.</p> </div> <div style="border: 1px solid #f9c74f; padding: 5px; margin-bottom: 10px;"> <p style="text-align: center; font-weight: bold; color: #f9c74f;">05</p> <p>Respect employees' rights to freedom of assembly and association.</p> </div> <div style="border: 1px solid #f9c74f; padding: 5px;"> <p style="text-align: center; font-weight: bold; color: #f9c74f;">06</p> <p>Implement stakeholder engagement through diverse communication channels, provide a grievance mechanism, and ensure the confidentiality of the grievance handling process.</p> </div>
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In terms of policy implementation, we actively eliminate workplace discrimination. Internally, we have established the "Regulations for Workplace Sexual Harassment Prevention Measures, Grievances, and Penalties," "Employee Grievance Handling Procedures," and "Directions for Prevention of Unlawful Infringement in the Performance of Duties and Written Declarations." We regularly conduct education and training courses to strengthen awareness and prevent the occurrence of similar sexual harassment incidents. Simultaneously, a complaint hotline and dedicated complaint email address are established along with designated personnel to handle such matters. If employees encounter related incidents in the workplace, the dedicated personnel will handle the complaints according to operational procedures. In 2024, no employee complaints related to discrimination were received.

◆ Training Status of Human Rights Related Issues

Items/Information		Stakeholder	Session	Hours	Total Number of Participants	Total
Training on human rights related issues	Prevention of unlawful infringement and sexual harassment in the workplace	Mid-to-senior-level managers	1	3	39	117
	Eliminate workplace bullying and prevent sexual harassment	Frontline & mid-level managers	2	5	113	434
	Promotion of unlawful infringement prevention	General employees	1	1	525	525
	Promotion of sexual harassment prevention	General employees	1	1	525	525
Workplace safety and health	Labor safety and health	New employees	2	4	48	86
	Health care	New employees	2	1	49	49



◆ Employee Communication Channels

To establish harmonious and stable labor relations, ITH has set up multiple communication channels, actively listening to employees' concerns and responding to issues in a timely manner. At the same time, attention is paid to employees' physical and mental well-being, striving to maintain an open and diverse communication mechanism. According to the "Implementation Guidelines for Labor-Management Meetings," the Company holds a quarterly labor-management meeting to broadly gather employees' opinions, enhance mutual understanding between labor and management, and promote cooperation and consensus to respond to employees' needs and promptly solve practical problems.

In addition, to safeguard employees' rights and interests, the Company is committed to establishing smooth grievance channels based on the formulated "Employee Grievance Handling Procedures" to assist employees in resolving issues related to personal rights or unfair treatment at work. Upon receiving an employee complaint, the HR department will immediately initiate an investigation process. If necessary, the grievance handling committee will be involved for review and final decision-making. During the handling of grievance cases, all stakeholders are under strict confidentiality obligations to protect the safety of the complainant and prevent any form of retaliation. There is a commitment to impartial handling and timely response to grievance outcomes.

ITH respects and supports employees in exercising their legitimate freedom of assembly and association, ensuring employees' rights to participate in union activities. As of the end of 2024, no union has been established internally in the Company, nor has any collective bargaining agreement been signed with any union.

In the event of significant operational changes, the Company will, in accordance with the regulations of the location of operation and based on employees' seniority, provide notice 10 to 30 days in advance and offer timely explanation to the employees. We value the opinions of our employees and engage in conversations with them through the aforementioned institutionalized communication mechanism. By maintaining an active communication process, we aim to continuously create a positive work environment and avoid disruptions or risk proliferation from major changes in operations.

Communication Channels	Labor-Management Meetings	Employee Benefits Committee	Employee Grievance Mailbox	Health Station
Communication Content	Labor relations issues	Employee benefits issue	Safeguard employees' legal rights and assist employees in resolving issues encountered at work and in life.	Psychological or medical-related consultation or referrals to assist employees in maintaining mental health.
Communication Frequency	Quarterly	Quarterly	At all times	At all times
Number of Communication Sessions in 2024	Four sessions	Four sessions	0	2,988 times
Contact Information	HR department	Representatives from each department's welfare committee	HR department/dedicated nursing counseling personnel	Dedicated nursing counseling personnel

Note: This statistic only includes ITH Technology Corp. In the future, the data collection scope will be continuously expanded to all operating locations.