

Gender Equality and Diversity

Our company is committed to providing employees with a dignified and safe working environment. We uphold diversity in employment and fairness in compensation and promotion opportunities, ensuring that employees are not subject to discrimination, harassment, or unequal treatment based on race, gender, religious beliefs, age, political affiliation, or any other condition protected by applicable laws.

We value employee diversity, promote gender equality, and foster a friendly workplace to further realize the principles of inclusion, equality, and acceptance, creating an environment conducive to talent retention.

Employee Ethnic Composition

Category	Percentage of Total Employees (%)	Percentage in Management Positions (%)
Republic of China Nationals	74.8%	100%
Foreign Nationals	25.1%	0%

Female Diversity Indicators

Category	Percentage (%)
Female Employees (% of Total Workforce)	35.7%
Female Employees in All Management Positions	43.1%
Female Employees in Entry-Level Management Positions	52.6%
Female Employees in Senior Management (Within Two Levels of CEO)	54.5%
Female Employees in Revenue-Generating Units	52.9%

Other Diversity Indicators

Category	Percentage of Full-Time Equivalent (FTE) Employees
Employees with Disabilities	1.45%
Employees by Age Group: <30 years	14%
Employees by Age Group: 30–50 years	65.7%
Employees by Age Group: >50 years	20.3%
Total	100%

Pay Equality

Our company has established a *Compensation and Remuneration Committee* to provide employees with competitive salaries and to ensure that business performance is transparently and equitably reflected in employee compensation.

For employees in the same job category at the entry level, salaries are standardized. Compensation for employees with relevant professional expertise and work experience is determined based on their educational background, skills, and certifications, without differentiation based on gender or ethnicity.