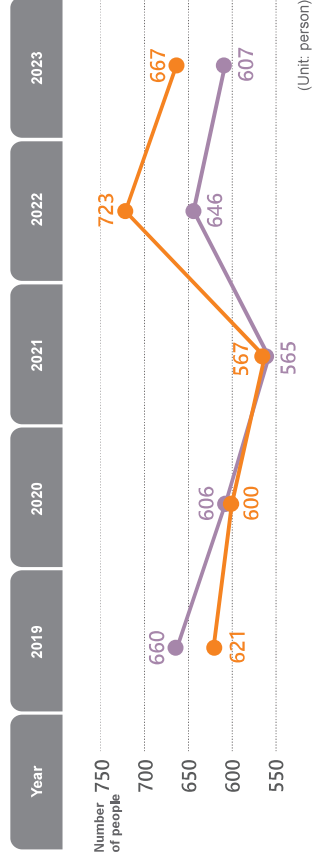


● Number of new employees / resigned employees in past years



Intellectual property rights incentives

The Company continues to implement a wide variety of incentives, including the "Patent Reward Regulations," "Contest Reward Regulations," and "Professional Certification Allowance Regulations," to encourage employee creativity. The incentives systems encourage employees to develop and apply for patents, in order to expand the market and seize business opportunities.

(I) Overview of Patent Reward Regulations

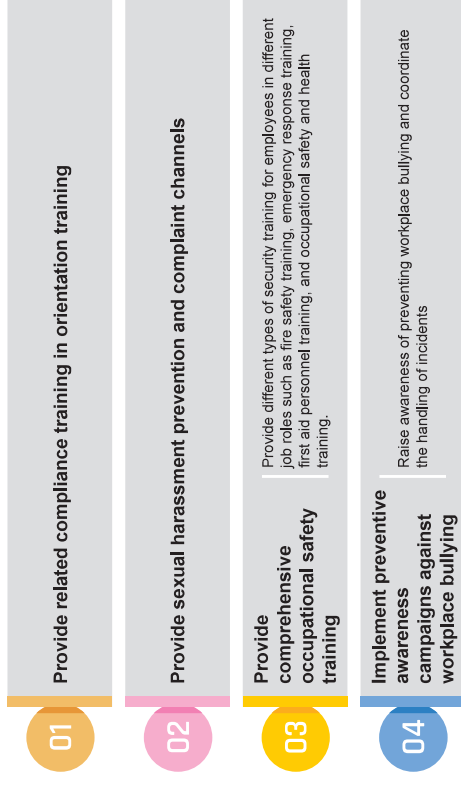
Patent category / phase	Invention	Utility model	Design
Phase 1 (Patent application)	\$5,000	\$1,000	\$1,000
Phase 2 (Patent collection)	\$30,000 + announcement	\$0	\$3,000
Other (all new utility model patent reports meet novelty requirements)	Not applicable	\$5,000	Not applicable

(II) Professional Certification Allowance Regulations

Qualifications	Occupational Safety and Health Management Personnel	Occupational Safety and Health Management Officer
Obtaining new qualifications	\$3,000	\$5,000
Registered as the Company's internal dedicated personnel	\$3,000	\$5,000

Workplace Safety and Labor Standards

We appointed occupational safety and health management personnel in accordance with the law to plan, supervise, and carry out occupational safety and health-related affairs for employees, jointly building a safe and healthy labor environment with the management goals of "building a safe workplace" and "zero occupational accidents."



The Company established the "Employee Voice" system, which specifies internal and external whistleblowing channels and response procedures, to implement the Code of Ethics and Ethical Corporate Management Best Practice established by Taiwan Secom and protect the legal rights of the whistleblower and related personnel.

In addition to the "Employee Voice" channel for employees, we also established the "Rules for Prevention, Complaint, and Discipline of Sexual Harassment" and organizes related awareness campaigns to strictly prohibit sexual harassment, sexual discrimination, or verbal coercion.



For reports made verbally in person or on the telephone, the recipient of the processing unit shall prepare written records based on the description and label the information as confidential. Taiwan Secom shall provide comprehensive protection for whistleblowers or persons involved in investigations and the confidentiality of their identities and information they provide, so that they will not be subjected to unfair treatment or retribution.

The Company values and respects employee feedback, and set up several communication channels for employees to monitor changes in the Company and voice their opinion or questions regarding any matter in the workplace. The Human Resources Department provides several bilateral channels including:

- Intranet: Publication of the latest news of the Company
- E-mail notifications: Announcements of Group information and delivery of letters from senior executives to employees
- Bulletin Board: Information on labor policies, health and safety, and company activities
- Labor-management meetings: Regular quarterly meetings between HR and employee representatives

Occupational Safety Policy and Targets

Occupational safety and health is the foundation of decent work. Taiwan Secom's occupational safety and health policy is the Company's overall goal: 0 major occupational safety incidents.

Specific measures for occupational safety

Material Issue	Occupational Safety and Health
Materiality to Taiwan Secom and Purpose of Management	A safe work environment is the most important requirement for labor conditions. The Company must therefore continue to reduce safety and health risks, prevent and reduce occupational accidents, and continue to improve safety and health performance to demonstrate our commitment to safety and health.
Policy and Commitment	We will continue to reduce safety and health risks, prevent and reduce occupational accidents, and improve employee health
Number of disabling injuries each year	Number of disabling injuries each year: 0 cases
Responsibilities and Resources	Add or update equipment to reduce occupational safety and health risks
Resources Invested and Action Plans	Obtain statistics for "number of disabling injuries" and "failure rate in health examination results" each year and propose a review report to the management in the annual management review meeting. Review the performance in the previous year to propose improvement measures and review the effectiveness of the improvement measures. The evaluation results show the number of disabling injuries and the failure rates in health examination results in the past three years.
2023 Implementation Results	There were 0 disabling injuries in Taiwan Secom in 2023 and the target was attained.

Taiwan Secom's has integrated the environmental management system and the occupational safety and health system, and its strategies for implementing occupational safety and health and environmental policies are follows:

- Implement risk management and continuous improvement of safety, health, environmental protection, and disaster prevention through institutionalized PDCA management cycles, and pay close attention to the physical and mental health of employees and disease prevention.
- Use the best available technologies and management for sorting and preserving resources and protecting the health and safety of employees and contractors.
- Implement continuous employee training, communication, and consultation to encourage full employee participation and enhance communication with contractors and customers so that they fully understand the Company's occupational safety and health and environmental protection policies.

Labor and management co-create safe and healthy work environment

Taiwan Secom is committed to creating a safe, healthy, and comfortable working environment and continues to reduce the rate of occupational accidents. The management principles of Taiwan Secom's occupational safety and health policy are "zero safety accidents" and "continuous improvement." The Company has an "Occupational Safety and Health Committee" that holds regular meetings every quarter to compile the "Occupational Safety and Health Management Report" and carry out relevant improvement matters in accordance with meeting resolutions, in order to implement occupational safety and health management.

The on-site health service was provided to 282 employees in 2023. In addition to the four major programs regarding ergonomic design, overloading, workplace violence, and maternity health protection, we also organized training courses for middle-aged and elderly people. The Company organized health examinations and distributed questionnaires to grade employees' health conditions, interviewed and evaluated the conditions of employees with medium to high health risks, and provided advice. The Company continues to provide support for employees who qualify for the maternity health protection program. According to the evaluations in 2023, the high-risk items were prevention of high blood pressure, high blood sugar, and high cholesterol and traffic accidents. Workers in the industry remain inactive for extended periods of time, and most lack exercise habits despite necessary field work from time to time.

Occupational injuries

Traffic accidents accounted for the highest proportion of occupational accidents with 16 accidents (50%). They are generally caused by employees' lack of safety awareness or failure to understand or ignore hazardous factors. To prevent occupational accidents, Taiwan Secom has proposed preventive measures for the causes of the hazards including strengthening employee safety and health training, organizing safety and health awareness campaigns, implementing pre-work hazard awareness, and implementing management measures for safety and health for the operational environment, main equipment, maintenance, and autonomous management.

Occupational injury statistics in 2023

Item	2023
Number of deaths due to occupational injuries	0
Occupational injury death rate	0
Number of disabling injuries	0
Number of severe occupational injuries	1
Percentage of severe occupational injuries	0.161
Number of recordable occupational injuries	16
Percentage of recordable occupational injuries	2.576
Work hours	6,210,000

Note 1: The main types of occupational injuries include: Hits, cuts, falls, slips, commuting accidents

Note 2: Occupational injury death rate = Number of deaths caused by occupational injuries x 10/Total hours worked

Note 3: Percentage of severe occupational injuries (excluding deaths) = Number of severe occupational injuries (excluding deaths) x 10/Total hours worked

Note 4: A severe occupational injury refers to an occupational injury that causes disability for more than 180 days.

Note 5: Percentage of recordable occupational injuries = Number of recordable occupational injuries x 10/Total hours worked

Note 6: A recordable occupational injury refers to an occupational injury that must be reported to the Occupational Safety and Health Administration in accordance with the law

Note 7: The total number of actual work hours of all employees is the same as the statistics reported to the Ministry of Labor.

Occupational hazard identification and risk assessment

We carried out occupational accident hazard identification and risk assessment for employees to prevent occupational disasters, strengthen the health protection of workers in the workplace, and improve the safety and health of employees. Hazard factors in the work site are strictly controlled and monitored to ensure that the impact on employees is minimized.



Occupational accident prevention

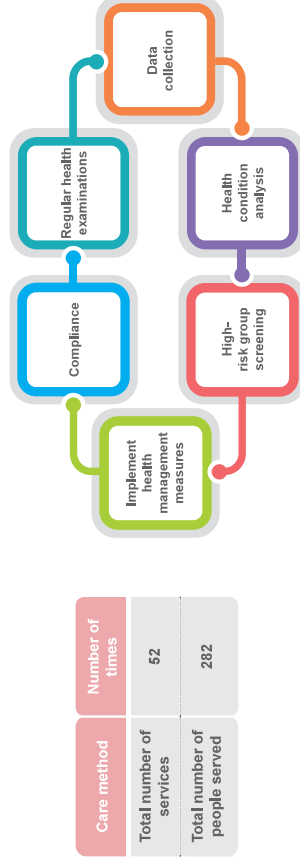
- Safety hazard prevention

Type of disaster	Preventive measures
Hit, smashed, crushed, buried	Pay attention to normal moving objects, put up a sign and lock it in place to avoid accidentally starting and moving objects, ensure that materials are stacked securely to prevent objects from falling and collapsing, construct soil retaining supports in excavation areas, implement area control for lifting operations, pay attention to the load of objects being lifted and that the hooks are stable, and implement 5S to prevent stacking with protruding materials.
Clamping, coiling	Place protective covers on operating machinery or protective fence around conveyor belt equipment; turn off the power, put up a sign, and lock machinery when performing maintenance; and install an emergency stop button and pull ropes for mechanical equipment.
Cutting injuries	Use protective cover and protective fence for mechanical equipment; circular saws are equipped with safety protection devices; turn off the power, put up a sign, and lock machinery when performing maintenance; put up hazard signs (gloves are not allowed for rotating cutting tools); and disassembly and modification of protective measures are strictly prohibited.
Falling, slipping	Pay attention to the on-site environment and wear safety shoes or anti-slip shoes
Electric shock	Implement the Notices on Hazard Signs for Electrical Equipment, install earth leakage circuit breakers, and strictly prohibit live line operations
Falling	Use qualified ladders and conduct regular inspections, wear safety protective equipment (hard hats, seat belts), carry out safety and health training for aerial work vehicles, and carry out hazard identification and installation of guardrails and protective covers at openings.
Hypoxia	Strengthen safety awareness training for confined space operations and implement environmental monitoring during confined space operations (add note to the yellow duty card)
Commute-related accidents	Strengthen traffic safety promotion and implement defensive driving training

Occupational disease prevention

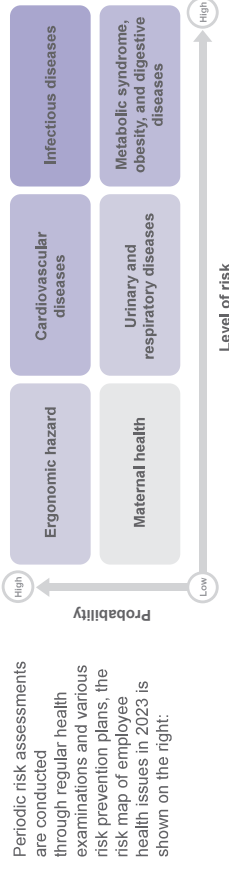
We reference the following health management methods and health hazard prevention measures during implementation, in order to reduce risks prevent occupational diseases and occupational disasters from occurring. New employees are required to receive health examinations in medical institutions for labor physical examination and health examination approved by government agencies before they report for duties. We commission a qualified large-scale hospital to provide employees with health examinations every three years to protect their physical health. We also report the examination results to competent authorities for reference as necessary.

We provide health education, health examinations, repeated health examinations, tracking, and treatments based on the results of the examinations, health rating, and physicians' recommendations. We implement management or transfer employees to other work sites.



Health Risk Map

Taiwan Secom screens and identifies health risks with higher incidence among employees based on important indicators, such as employee work patterns, working environment, and age and gender distribution. Based on the health risk matrix, cardiovascular diseases, metabolic syndrome, obesity, and digestive diseases are medium and high risk factors for employee health. Remaining health risk factors are all medium and low risk. The Company formulates different mitigation measures based on the level of risk, and implements mechanisms such as independent management and active tracking to help employees stay away from workplace health hazards. The four major programs for workplace health protection have been fully implemented. When physicians provide on-site services, high-risk groups are given priority for consultation, followed by employees who received their health examination reports or recently had health issues.



3.3 Labor Relations, Employee Rights and Benefits

Taiwan Secom complies with domestic labor-related laws and regulations, provides a safe working environment for employees, submitted work rules for approval in accordance with the law, formulates labor contracts that comply with legal requirements, establishes multiple channels for complaints and suggestions, and coordinates labor relations through labor-management meetings, facilitating labor-management cooperation. We strive to eliminate workplace discrimination and create workplace environment with diversity, equality, and inclusion, providing unpaid parental leave that are better than required by law. The core is to make every member of the organization feel safe, respected and valued, and to help employees contribute to the Company. Pension for retired employees is provided in accordance with the "Employee Pension Payment Regulations" and Labor Standards Act. Severance pay is provided by the Company's Employee Welfare Committee.

Material Issue	Labor Relations, Employee Rights and Benefits
Target	Strive to eliminate inequality, promote decent work, and share the results of business success.
Responsibilities and Resources	- Human Resources Department, branch managers, Employee Welfare Committee, and Occupational Safety and Health Committee. - External systems: Labor Standards Act, Employment Service Act, Occupational Safety and Health Act, and Act of Gender Equality in Employment. - Internal systems: Employer-employee meetings, Employee Work Rules, Retirement Management Regulations, Salary Management Regulations, Safety and Health Work Rules, Annual Safety and Health Management Plans, and other human resource regulations.
Resources Invested and Action Plans	(I) We convene employer-employee meetings in accordance with related internal documents. All topics regarding labor relations are processed by means of comprehensive negotiations between the employer and employees to effectively reduce material disputes. (II) Communication platform: Electronic bulletin boards, website of the Employee Welfare Committee, employee mailbox, and email. (III) Provide employees with comprehensive coverage in all stages: Menstruation leave, pregnancy disability leave, maternity leave, parental leave, family care leave, child care subsidies, employee dormitory, employee group insurance, reinstatement rate after unpaid parental leave, retirement system and planning, and club subsidies.
2023 Implementation Results	- Compliance with the Labor Standards Act 75% reinstatement rate after unpaid parental leave in hiring employees. - No risks of forced or compulsory labor in 2023. - No cases of violation of discrimination in 2023. 75% reinstatement rate after unpaid parental leave in 2023. - Breastfeeding room used 290 times in 2023.

Childcare

Taiwan Secom provides a complete and diverse benefits system. In addition to providing leave and ensuring the promotion, performance appraisal, and benefits of employees who take unpaid parental leave in accordance with the Labor Standards Act, Regulations of Leave-taking of Workers, and Act of Gender Equality in Employment, the Company also provides a more flexible period of unpaid parental leave (not limited to 6 months), which may be extended based on personal needs. Employees may also be reinstated early. Employees can still be enrolled in labor insurance and National Health Insurance with the Company while they are on unpaid parental leave. To achieve the goal of a workplace that is friendly to parenting.

In addition, for female employees with breastfeeding needs, the Company established a breastfeeding room. The Company and Employee Welfare Committee also signed contracts with well-known childcare institutions to provide employees with childcare services at a discount. 27 employees applied for unpaid parental leave in 2023 (all applications were approved) and the average reinstatement rate was 75%. Benefits such as family care leave and childcare subsidies ensure the rights and interests of employees.

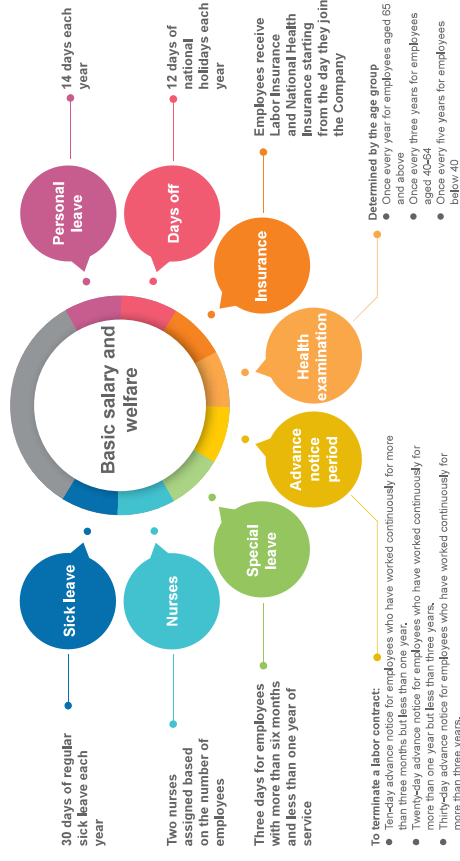
Item	Number of Men	Number of Women	Total
Total number of employees who actually used parental leave in 2023	14	13	27
Total number of employees reinstated from parental leave in 2023 (A)	10	10	20
Total number of employees reinstated during the reporting period after taking parental leave in 2023 (B)	6	9	15
Total number of employees reinstated during the reporting period after taking parental leave in 2022 (C)	5	3	8
Total number of employees reinstated after parental leave ended that were still employed 12 months after their return to work in 2022 (D)	3	3	6
Reinstatement rate (B/A)	60%	90%	75%
Retention rate (D/C)	60%	100%	75%

Remuneration and Welfare

Taiwan Secom upholds its commitment to profit sharing with employees to attract, retain, and develop talents, and it provides a diverse and competitive salary system. We created a business environment that focuses on ethical management, customer satisfaction, quality awareness, teamwork, self-management, and experience sharing to facilitate the growth and development of both the employees and the Company.

All new employees receive a salary higher than the statutory minimum wage. Other allowances may vary based on their positions, education, and experience. However, the Company distributes annual year-end bonuses based on the performance of employees and the business operations of the Company without any gender discrimination.

To stabilize human resources and retain talents, the Company adjusts salaries based on the consumer price index and personal performance and participates in the annual salary surveys for the security industry to evaluate the salary levels in the market and make appropriate adjustments and plans for the remuneration of employees to maintain its competitiveness in the market.



Complete Retirement Care and Plan

The Company formulates retirement regulations in accordance with the "Labor Standards Act" and "Labor Pension Act", appropriates employee pension reserve funds, and makes special retirement plans in a timely manner. In addition to setting aside retirement reserves in accordance with the law, the Company also calculates the retirement reserve required to ensure that we allocate a sufficient amount to protect employees' rights when they apply for their pension in the future. In 2023, 27 employees retired and withdrew pension from the Company's Labor Pension reserve account.

Taiwan Secom takes care of employees like family members. The Company plans benefits for all employees with the aim of helping them achieve a good work-life balance.

As the Company works towards becoming a happy enterprise, it also strives to create a good work environment, protect employees' physical and mental health, and strengthen teamwork by providing a diverse range of employee health management mechanisms and benefits.

