

06

Employee Care



6.1 Human Capital

Material Issues Impact Assessment and Management Approach

Impact Assessment	Positive: Providing employees with a diverse workplace and ensuring equal human rights to make sure no one experiences salary disparities due to gender, age, race, religion, or political stance. Establishing talent policies helps reduce risks such as recruitment and training costs, enhances employee satisfaction, and strengthens labor relations.
	Negative: High turnover rates and low employee satisfaction will affect employee rights, morale, and work efficiency, generating additional training, recruitment, and time costs, which could seriously lead to risks including reputation damage, litigation, and loss of investor confidence.
Policies and Commitments	<p>Ennoconn's business philosophy: Bringing joy to those close by and attracting people from afar; creating benefits for employees, building wealth for shareholders, adding value to the enterprise, and contributing happiness to society.</p> <ol style="list-style-type: none"> 1. Remuneration ratio above legal requirements. 2. A total of four regular labor-management meetings were held in 2024, providing employees with two-way communication channels. 3. Employee Welfare Committee offers various welfare systems and club subsidies. 4. Organizing monthly meetings and family days. 5. Gradually increasing the ratio of performance evaluations year by year. 6. Fostering a healthy workplace with 0 occupational accidents, 0 discrimination, and 0 harassment.
Responsible Unit	Administration Department
Management Actions	<p>Prevention & Mitigation:</p> <ol style="list-style-type: none"> 1. Uphold labor rights policies and commitments, review performance through annual management meetings, and have HR units handle related grievance cases. 2. In accordance with the five major commitments of the Company's Occupational Safety and Health Policy, we are committed to providing employees with a healthy and safe workplace, implementing the ISO 45001 occupational safety and health management system, and following PDCA management to achieve management objectives. 3. The Company takes a comprehensive approach to employee well-being by cultivating a culture that supports work-life balance. It continuously holds mind-body balance workshops, strengthens training for international talent development, organizes online language courses, and enhances language skills, all aimed at retaining and developing talent..
Action Tracking	Resources and Actions: Invest more resources and funding to establish employer branding and recruit outstanding talent.
	Goal: Reduce turnover rate to 12% and maintain a healthy workplace with 0 occupational accidents.
	Were previous actions effective: Yes.
	Lessons learned: Maintain or improve existing actions.
Stakeholder Engagement	Stakeholders include: Employees. Internal grievance: Human Resources Department internal mailbox.

6.1.1 Human Resource Management

Ennoconn regards its employees as the Company's most valuable asset. Therefore, our human resource management procedures, remuneration mechanisms, and work regulations are grounded in the labor laws of the regions where we operate. We regularly review the latest regulatory requirements to safeguard employees' fundamental labor rights, strictly prohibiting child labor, discrimination, workplace sexual harassment, forced labor, and other violations. We have established independent grievance channels to provide a safe, equal, and open working environment. Ennoconn emphasizes education, experience, professional skills, integrity, and enthusiasm in hiring, and complies with legal requirements to employ people with disabilities, protecting their work rights. Employees at the same job level (function) receive equal benefits, salary standards, and access to education and training systems, regardless of gender, age, nationality, or other factors. Performance evaluations are conducted regularly each year and serve as the basis for retention, promotion, salary adjustments, or bonus distribution.

Ennoconn Human Capital Return on Investment Statistics	2021	2022	2023	2024
Total Operating Revenue (NT\$)	3,343,018,000	5,304,930,000	5,186,633,000	5,334,540,000
Total Operating Expenses (NT\$)	308,123,000	556,883,000	438,679,000	572,995,000
Total Employee-Related Expenses (NT\$)	239,064,000	387,458,000	387,632,000	383,988,000
Human Capital Return on Investment (HC ROI)	13.69	13.25	13.25	13.4
Total Number of Employees	183	198	189	194

- Note:
- 1. Total Operating Revenue, Total Operating Expenses, and Total Employee-Related Expenses are sourced from Ennoconn's annual report.
 - 2. Total Employee-Related Expenses include salaries, labor and health insurance, retirement benefits, and welfare expenses.
 - 3. Total Number of Employees covers the scope of Ennoconn as an individual entity.
 - 4. Human Capital Return on Investment = [Total Operating Revenue - (Total Operating Expenses - Total Employee-Related Expenses)] / Total Employee-Related Expenses.

DEI Diversity, Equity & Inclusion

Ennoconn responded for the first time to the Talent, in Taiwan, Taiwan Talent Sustainability Action Alliance initiative, meeting the six major indicators of sustainable talent spirit, and will continue to respond in 2025.

Indicator	Significance	Related Performance Measures
Significance and Value	Establish an inspiring mission and vision that give meaning and value to work.	The Chairman conveyed the Group's values and principles through monthly meetings and internal network announcements. In 2024, a total of 12 monthly meetings were held with 2,280 total participants. Additionally, internal network announcements reached 190 viewers, effectively communicating the Company's cultures and values.
Diversity and Inclusion	Make talent structure more diverse, equal, and inclusive.	Create an equal workplace by prohibiting all forms of inequality in recruitment, hiring, and promotion. In 2024, 37 of the Company's 194 employees were aged 50 and above, accounting for 19.07% of the total workforce. The Company regularly reviews the ratio of its employees by age, gender, and other demographics.
Remuneration and Incentives	Establish a diverse, reasonable, and competitive remuneration system.	Ennoconn shares profits with employees to attract, retain, develop, and motivate outstanding talent. In 2024, the average monthly salary for non-managerial employees was NT\$120,727. To recognize senior employees' long-term commitment, awards and retention bonuses are presented to employees with ten, 15, 20, and 25 years of service during public events such as the Group's year-end banquet and spring celebration.
Physical and Mental Health	Comprehensively measure employee well-being and develop diverse policies that exceed regulatory requirements.	Balance work and life through health checkups, health and safety seminars, and flexible working hours. In 2024, more than NT\$1.8 million was invested in health checkup expenses; 14 health and safety courses were conducted, with 419 participants and a total of 749.5 training hours.
Training and Development	Support colleagues in fully leveraging their strengths and potential, enabling agile responses to market demands, and enhance corporate resilience.	Offer professional courses tailored to employees' functions and levels, implement annual education and training plans, and provide non-annual planned courses based on company development and job requirements. In 2024, 188 courses were offered with a training investment of NT\$298,556, compared to 136 courses and total training costs of NT\$162,443 in 2023, representing an increase of NT\$136,113 in investment, demonstrating Ennoconn's commitment to employee training.
Communication and Experience	Promote effective communication and establish a team culture of trust and respect.	Through employee communication and grievance channels, Ennoconn actively optimizes the work environment by establishing dedicated phone lines and email addresses, physical employee suggestion boxes, and quarterly labor-management meetings to promote labor-management communication and exchange of opinions.



6.1.2 Talent Recruitment

In 2024, the Ennoconn Group had a total of 11,329 employees, including 11,326 full-time and 3 part-time employees. The regional distribution was: Taiwan 1,617 employees (14.3%), China 920 (8.1%), Asia 153 (1.4%), Europe 8,615 (76.0%), and Americas 24 (0.2%). The gender distribution was 6,971 male employees and 4,358 female employees, with male employees accounting for 62% of total employees and female employees accounting for 38% of total employees. Additionally, demonstrating care for underprivileged individuals and in compliance with legal requirements, Ennoconn employs 1 full-time visually impaired massage therapist. The Company does not use contracted dispatch or outsourced employees.

Employee Classification (Unit: Number of People, %)	Taiwan		China		Asia		Europe		Americas	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Full-time employees	1,042	572	524	396	63	90	5,324	3,291	16	8
Part-time employees	2	1	0	0	0	0	0	0	0	0
Dispatched employees	0	0	0	0	0	0	0	0	0	0
Total number of people	1,617		920		153		8,615		24	
Employee gender ratio	65%	35%	57%	43%	41%	59%	62%	38%	67%	33%
Proportion of employees by region	14.30%		8.1%		1.4%		76.0%		0.2%	

- Note:
- 1.Full-time employees: Those with indefinite-term employment contracts (permanent contracts).
 - 2.Part-time employees: Employees whose weekly working hours do not meet the local legal definition of full-time employees' weekly working hours.
 - 3.Dispatched employees: Refers to employees who are not Ennoconn Group employees and without guaranteed working hours.

Employee Diversity

Ennoconn Group supports employee diversity policies, upholds human rights and employment rights, and provides equal employment opportunities regardless of genders and ages. This aligns with the international initiatives of SDG Goal 8 Decent Work and Economic Growth and SDG 10 Reduced Inequalities. In 2024, female made up 23% of managers and 20% of senior managers, with Ennotech Vietnam having 100% female middle managers. Additionally, employees aged 50 and above account for 16%, while employees aged 31-50 make up the majority, accounting for 63% of the total workforce. And 16 people with disabilities are employed in accordance with the law.

When recruiting non-national and overseas employees, Ennoconn Group also complies with relevant domestic and international regulations. The Group carefully evaluates potential risks such as immigration and visa regulations, and assists in effectively managing various work-related regulations and rights including visas, work permits, and residential relocation. It also cooperates with local organizational units to understand local living information, helping employees quickly adapt to their new environment and ensuring a supporting workplace. To implement employee diversity indicators, overseas employees make up 86% of the total workforce. Most domestic employees are based in Taiwan and managed centrally. Since this is the first time conducting a diversity survey, the data has not yet been fully implemented. Only some subsidiaries that have already implemented the survey are disclosed. Future disclosure will adhere to the principle of comprehensive disclosure. Please refer to the notes in the table below for the scope of disclosure for this year.



2024 Ennoconn Group Total Employee Status by Diversity Indicators (Unit: Persons)		Taiwan		China		Asia		Europe		Americas	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Level	Senior Supervisor	103	27	10	2	0	0	179	44	4	0
	Middle Supervisor	128	35	51	10	0	2	644	223	0	0
	Entry-Level Employees	813	511	463	384	63	88	4,501	3,024	12	8
Age	30 years old and under	105	97	145	96	32	47	73	67	3	0
	31 to 50 years old (inclusive)	599	361	349	299	31	42	176	148	5	7
	51 years old and above	259	69	30	1	0	1	57	81	8	1
Function	Business Unit	594	307	176	111	60	82	-	-	-	-
	Support Unit	116	143	21	28	3	8	-	-	-	-
	STEM	225	54	15	2	0	0	-	-	-	-
Nationality	Domestic	1,038	327	0	0	0	0	0	0	0	0
	Foreign	6	33	524	396	63	90	5,324	3,291	16	8
Physical and Mental Disability Status		14	2	0	0	0	0	0	0	0	0

Note:

- Business units: refers to employees in production and sales units.
- STEM capabilities: refers broadly to science and engineering talent, indicating employees whose positions are related to science, technology, engineering, and mathematics. For Ennoconn, this refers to employees in R&D units.
- Support units: refers to employees in human resources, finance, and management units.
- The "age distribution indicators" in the above table do not include Goldtek and Kontron AG.
- The "functional classification indicators" in the above table do not include EnnoRise, Goldtek, Poslab, Ennoconn (Suzhou), Nanjing Asiatek , Ennoconn Hungary kft, Kontron AG, and AIS INC.
- "-": indicates no survey data available.

2024 Ennoconn Group's Total Employee by Diversity Indicators (Unit: %)		Taiwan		China		Asia		Europe		Americas	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Level	Senior Supervisor	79%	21%	83%	17%	0%	0%	80%	20%	100%	0%
	Middle Supervisor	79%	21%	84%	16%	0%	100%	74%	26%	0%	0%
	Entry-Level Employees	61%	39%	55%	45%	42%	58%	60%	40%	60%	40%
Age	30 years old and under	52%	48%	60%	40%	52%	48%	52%	48%	100%	0%
	31 to 50 years old (inclusive)	62%	38%	54%	46%	42%	58%	54%	46%	42%	58%
	50 years old and above	79%	21%	97%	3%	0%	100%	41%	59%	89%	11%
Function	Business Unit	66%	34%	61%	39%	42%	58%	-	-	-	-
	Support Unit	45%	55%	43%	57%	27%	73%	-	-	-	-
	STEM	81%	19%	88%	12%	0%	0%	-	-	-	-
Nationality	Domestic	98%		0%		0%		0%		0%	
	Foreign	2%		100%		100%		100%		100%	
Physical and Mental Disability Status		1%		0%		0%		0%		0%	

Note:

- The percentages in the above table are calculated based on personnel of the same job level and type, for example: the male-to-female ratio of grassroots personnel in Taiwan = number of male and female grassroots personnel in Taiwan / total number of grassroots personnel in Taiwan.
- Business units: refers to employees in production and sales units.
- STEM capabilities: refers broadly to science and engineering talent, indicating employees whose positions are related to science, technology, engineering, and mathematics. For the Company, this refers to employees in research and development units.
- Support units: refers to employees in human resources, finance, and management units.
- The "age distribution indicators" in the above table do not include Goldtek and Kontron AG.
- The "functional classification indicators" in the above table do not include EnnoRise, Goldtek, PoslabTechnology, Ennoconn (Suzhou), Nanjing Asiatek Inc., Ennoconn (Hungary), Kontron AG, and AISINC.
- "-": indicates no survey data available.

Percentage of female employees and female supervisors at Ennoconn	2024	2030 Target
Percentage of Female Employees	41.80%	41.90%
Percentage of Female Supervisors	22.50%	22.60%
Percentage of Female Middle Supervisors	33.30%	33.40%
Percentage of Female Senior Supervisors	6.30%	5.30%
Percentage of Female Supervisors in Business Units	5.30%	5.40%
Percentage of Female Employees in STEM	17.00%	17.10%

Note:

1. Percentage of Female Employees: the proportion of female employees in the total number of employees.
2. Percentage of Female Supervisors: the percentage of female supervisors (including senior and middle supervisors) in senior and middle management positions.
3. Percentage of Female Middle Supervisors: the percentage of female middle supervisors in middle management positions.
4. Percentage of Female Senior Supervisors: the percentage of female semior supervisors in senior management positions.
5. Percentage of Female Supervisors in Business Units: the percentage of female supervisors in the total number of employees in production and sales units.
6. Percentage of Female employees in STEM: the percentage of female employees in the total number of R&D units.

Additionally, in response to the talent localization policy, 57.2% of Ennoconn's middle-to-senior level management (grade 9 and above) and frontline employees (grade 8 and below) are locally hired (primarily holding household registration in New Taipei City). Specifically, location rates are 37.5% for middle -to-senior level management and 62.3% for frontline employees. All employees are full-time (permanent) employees, with no non-employee workers or employees without guaranteed hours, such as part-time and temporary workers.

2024 Ennoconn Employee Localization Indicator Statistics	
Number of middle-to-senior level management	40
Number of entry-level employees	154
Total Number of Employees	194
Number of middleto-senior level management who are local residents	15
Total number of frontline employees who are local residents	96
Proportion of middle-to-senior level management who are local residents	37.50%
Proportion of frontline employees who are local residents	62.30%

Note:

1. Localization indicator: based on statistics of household registration in New Taipei City.
2. Proportion = middle-to-senior level management (or frontline employees) / Number of people in that category.

Staff Turnover

Ennoconn Group has a comprehensive recruitment system and is committed to the shared growth and development of both employees and the Company. Each year, we recruit new hires and actively engage in industry-government-academia initiatives. We seize opportunities to communicate with young professionals, convey our business philosophy, and offer diverse career development opportunities to attract top talent to join us. Internally, we offer professional training resources aligned with job requirements or promotion needs, nurture potential talent for advancement, and create a platform for all employees to showcase their expertise. In 2024, a total of 625 new employees were recruited, including 315 males and 310 females.

2024 Ennoconn Group New Employee Count and Ratio	Taiwan		China		Asia		Europe		Americas	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
30 years old and under	30	41	57	39	32	46	12	14	0	0
31 to 50 years old (inclusive)	49	47	52	36	30	40	17	19	2	4
50 years old and above	12	6	3	0	0	1	0	1	5	0
Total	185		187		149		93		11	
Gender Ratio of New Employees	6%	6%	12%	8%	41%	57%	7%	8%	29%	17%

Note:

1. Taiwan subsidiaries: Ennoconn, Ennorise, Dexatek, Marketch, Vecow, CASwell, Poslab but excluding Goldtek.
2. China subsidiaries: Ennoconn (Suzhou), Nanjing Asiatek, HighAim.
3. Asia subsidiaries: Ennoctech Vietnam.
4. Europe subsidiaries: Ennoconn Hungary kft, but excluding Kontron AG.
5. Americas subsidiaries: AIS INC.
6. Gender ratio of new employees = Number of male/female new employees / Total number of employees still employed as of December 31 of the reporting year, excluding employees on parental leave.
7. New employees refer to employees who joined between January 1 and December 31, 2024.

The Ennoconn Group respects employees' career transition choices. Exit survey indicates that turnover is highest among employees aged 31 to 50, who are often in a career exploration phase. The Administration Department continuously benchmarks salary market trends against the Group's compensation and benefits policies and maintains close communication with unit supervisors regarding job requirements. This collaborative approach aims to optimize recruitment, training, utilization, and retention systems, thereby reducing hidden costs such as those associated with personnel replacement and training. In 2024, the Ennoconn Group conducted its first joint exit survey with Ennoconn and Ennoconn Hungary kft, covering a total of 241 departing employees, including four retirees from Hungary. Going forward, the survey will gradually extend to other subsidiaries to better understand the reasons behind employee departures and to improve recruitment and retention strategies across the Group. Additionally, Ennoconn's layoff notice period complies with legal regulations. When the company encounters major operational changes, such as organizational restructuring, workforce adjustments, force majeure factors, or when employees are deemed unsuitable, it must notify employees in advance according to the notice period stipulated in the Labor Standards Act and provide severance pay.

1. months to less than 1 year of employment: 10 days in advance.
2. year to less than 3 years of employment: 20 days in advance.
3. years or more of employment: 30 days in advance.

2024 Ennoconn and Ennoconn Hungary kft Employee Turnover Numbers and Ratio	Ennoconn Corporation		Ennoconn Hungary kft	
	Male	Female	Male	Female
30 years old and under	7	3	68	23
31 to 50 years old (inclusive)	7	7	52	40
50 years old and above	3	2	22	7
Total Number of Departing Employees	29		212	
Gender Ratio of Departing Employees	8%	5%	17%	9%

Note:

1. This report only covers the survey and disclosure of Ennoconn, Marketch, and Ennoconn Hungary kft, the survey scope will be expanded to report by region.
2. Ennoconn Hungary kft's departure numbers include retired employees but exclude employees under specific conditions (such as parental leave).
3. Gender Ratio of Departing Employees = Number of male and female employees who departed in the reporting year / (Total number of departing employees in the reporting year + Number of employees still employed as of December 31 of the reporting year).

Ennoconn's total and voluntary employee turnover rate in the past four years	2021	2022	2023	2024
Total employee turnover rate	22.22%	20.42%	15.63%	13.00%
Voluntary employee turnover rate	22.22%	20.42%	15.63%	13.00%

Note:

1. Total employee turnover rate= total number of employees departed in the reporting year / (Total number of employees departed in the reporting year + Number of employees still employed as of December 31 of the reporting year).
2. Voluntary employee means who choose to leave an organization (e.g., resignation, retirement, early retirement, etc.) in the reporting year.

6.1.3 Employee Grievances and Communication

Although Ennoconn has not yet established a labor union or entered into collective agreements, it has legally set up a Labor-Management Committee and achieved coordination of labor-management relations and promotion of labor-management cooperation through labor-management meetings, thereby enhancing communication between labor and management within the enterprise to achieve mutually beneficial outcomes for both parties. Employees can express their opinions through multiple channels, such as monthly employee meetings, daily supervisor meetings, and employee welfare committee meetings. Through cross-departmental communication, coordination, opportunities for employees to voice concerns, and even grievance channels such as email or official website to raise various issues, representatives from the Administration Department will collect relevant information for handling. Ennoconn guarantees employees' freedom of association, allowing them to form clubs and participate in activities organized by the employee welfare committee, which applies to all employees and operating locations. Labor representatives can express their opinions in labor-management meetings, and management representatives also respond in good faith to foster consensus and minimize conflicts. Regular labor-management meetings are held with the goal of establishing a diversified, open, safe, and healthy workplace. In 2024, a total of four labor-management meetings were convened. Ennoconn values employee feedback and, through interaction between labor and management, improves the work environment and enhances the welfare system.

Workplace Sexual Harassment Prevention

Ennoconn strictly prohibits employees from being subjected to inappropriate harassment and discrimination. To prevent sexual harassment incidents in the workplace, Ennoconn enhances employees' awareness of workplace sexual harassment and related laws through human rights training and advocacy. In accordance with the Gender Equality in Employment Act and the Ministry of Labor's Amendments to the Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace, Ennoconn has developed the Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace, Appeal and Punishment Regulation. This regulation applies to all employees and job applicants and establishes complaint channels via hotline and official website. The Administration Department is specifically responsible for handling sexual harassment complaints and shall form a five-member complaint handling committee within three days of receiving a complaint to conduct investigation and deliberation. The committee includes one management representative and four labor representatives, with at least half of the members being female. Sexual harassment complaints may be submitted verbally or in writing. In 2024, no sexual harassment incidents or complaints were reported.

Employee Satisfaction Survey

Employee satisfaction is a key indicator of the Company's continuous improvement. Transparent communication, both across and within organizational levels, as well as trust, and understanding are equally important. To better capture employees' voices and perspectives, the Administration Department conducted its first satisfaction survey in 2024. With support from an impartial third-party organization, the survey was conducted for the first time among all employees of the Parent Company, achieving a 75% effective response rate. The survey focused on three key areas: Employee Engagement, Employee Satisfaction, Employee Wellbeing, and four aspects: job satisfaction, job purpose, happiness and stress. The overall employee satisfaction score was 81.8. The results were reported to the President and shared with first-level supervisors of relevant units to develop improvement measures and corresponding actions, continuously monitoring effectiveness and enhancing employee service quality. Ennoconn plans these surveys every three years moving forward.

6.2 Remuneration and Benefits

6.2.1 Equal and Competitive Remuneration

Ennoconn places great emphasis on talent retention and development, and is committed to offering competitive remuneration and comprehensive employee benefits. Salary standards are established in accordance with local regulations, industry market rates, and local living standards, and will never be affected by conditions such as gender, race, language, religion, age, political affiliation, or marital status in determining employees' remuneration. In this equal and inclusive workplace, male and female start with equal salaries. However, final remuneration (basic salary plus remuneration) varies based on years of service, experience, or position allowances. The Company's employee remuneration package includes basic salary, meal allowances, various bonuses or subsidies. Annual salary adjustments are made based on business performance, or bonuses are awarded according to employee performance to motivate staff and encourage talent to grow together with the Company. Ennoconn discloses salary information for full-time employees not holding managerial positions in compliance with laws and regulations. In 2024, there were 171 full-time employees not holding managerial positions, with an average salary and median salary of NT\$1,448.7 thousand and NT\$1,256.4 thousand, respectively, representing growth of 8% and 11% compared to 2023. Detailed salary information for full-time employees not holding managerial positions can also be accessed through the Taiwan Stock Exchange's Market Observation Post System.

Historical Ratio of Average Non-Managerial Salary to Statutory Minimum Starting Salary Unit: Persons/NT\$	2021	2022	2023	2024
Number of Non-Managerial Employees	152	153	172	171
Average Monthly Salary	93,128	107,232	112,281	120,727
Median Monthly Salary	87,033	96,909	94,700	104,705
Statutory Minimum Wage	24,000	25,250	26,400	27,470
Ratio of Average Salary to Statutory Minimum Wage	3.88	4.25	4.25	4.39

Note:

1. Non-Managerial Employees: Annual average number of full-time employees with more than 6 months of service, excluding Managerial Officers.
2. Average Salary, Median Salary: Excluding Managerial Officers' salaries.
3. Average Monthly Salary = (All employees with more than 6 months of service - managerial officers) annual salary / average headcount / 12 months; Average headcount = (All employees with more than 6 months of service - managerial officers) / 12 months.
4. The above information is based on data verified and uploaded by certified public accountants.

Ennoconn's Minimum Salary and Ratio by Gender for the Past 2 Years	2023		2024	
	Male	Female	Male	Female
Minimum Monthly Salary	31,000	26,400	32,600	27,470
Ratio	1.17	1	1.19	1

Note:

1. Minimum Monthly Salary: The lowest salary of male and female employees still employed as of December 31 of the reporting year.
2. Ratio: Male minimum salary (or female minimum salary) / Female minimum monthly salary.

Ennoconn's Average Monthly (Annual) Salary, Gender Pay Ratio by Job Level Over the Past Two Years (Unit: NT\$)	2023				2024			
	Average Monthly Salary		Average Annual Salary		Average Monthly Salary		Average Annual Salary	
	Male	Female	Male	Female	Male	Female	Male	Female
Entry-level Employees	68,881	57,738	945,178	804,342	70,738	58,796	1,043,208	876,830
Ratio	1.19	1	1.18	1	1.2	1	1.19	1
Mid-to-Senior Management	142,210	132,800	5,125,475	2,517,425	153,468	134,900	5,930,668	2,894,850
Ratio	1.07	1	2.04	1	1.14	1	2.05	1

Notes:

1. Average Monthly Salary: Total monthly salary of employees still employed as of December 31 of the reporting year / Number of employees still employed as of December 31 of the reporting year
2. Average Annual Salary: Total remuneration (total income payments + voluntary labor pension contributions) of all employees in the reporting year / Total number of employees in the reporting year

6.2.2 Comprehensive Welfare Measures

Ennoconn's Employee Welfare Committee uses the employee welfare funds allocated by the Company each year to plan and provide high-quality benefits and activities for colleagues, including: birthday vouchers, marriage allowances, maternity allowances, funeral allowances, club subsidies, birthday parties, family days, holiday gifts, and ESG activities. Additionally, we offer health examination subsidies ranging from NT\$10,000 to NT\$60,000 depending on job level, along with superior group insurance plans that exceed industry standards. Beyond the mandatory labor and health insurance, employees enjoy comprehensive insurance systems including free group insurance coverage, such as life insurance, accident insurance, medical insurance, cancer insurance, and occupational accident insurance. We also provide preferential insurance plans for employees' dependents, ensuring comprehensive protection for both employees and their families. Ennoconn offers free coffee, afternoon tea events, massage services by visually impaired therapists, massage machines, pool tables, basketball machines, and treadmills, providing employees with comfortable spaces to relax and recharge, helping them stay motivated and energized at work. Additionally, Ennoconn emphasizes work-life balance by providing flexible working hours without requiring a leave application, enabling employees to properly arrange their work and personal time.

In 2024, Group Family Day event had a total of 860 participants including employees and their family members.



ESG Health Promotion and Energy Conservation Carbon Reduction Activity: Online walking sports event, with a total of 91 employee participants, collectively reducing 1.083 tonnes of carbon dioxide.



6.2.3 Family-Friendly Workplace

Ennoconn is dedicated to fostering a gender-friendly workplace and upholding gender equality as a fundamental human rights. The remuneration and promotion opportunities for female employees are determined based on educational background, experience, expertise, seniority, and performance, without any gender-based discrimination. We provide colleagues with full-pay prenatal examination leave, paternity leave, accompanying prenatal examination leave, parental leave, and birth allowances. We also strictly prohibit workplace sexual harassment incidents, providing employees safe workplace. Furthermore, to continuously protect maternal workers, we have established the Maternal Health Protection Plan for Female Workers based on the Occupational Safety and Health Act and the Regulations Governing the Implementation of Maternal Health Protection for Female Workers. For female workers exposed to maternal health risks, we implement hazard assessment, control measures, and tiered management of maternal health protection to safeguard the health of both mothers and fetuses. Additionally, our office provides a comfortable nursing and breast-pumping room equipped with facilities such as refrigerators and freezers, allowing breastfeeding employees to work without concerns. In 2024, the return-to-work rate for Ennoconn Group employees applying for parental leave was 83%, with all employees returning to the company after their parental leave ended.

2024 Ennoconn Group Parental Leave Personnel Statistics Table	2024		
	Male	Female	Total
Number of people eligible for parental leave in the current year (A)	249	218	467
Number of people who actually applied for parental leave in the current year (B)	3	18	21
Number of people scheduled to return from parental leave in the current year (C)	2	4	6
Number of people who actually returned from parental leave in the current year (D)	1	4	5
Number of people who actually returned from parental leave in the previous year (E)	-	-	-
Number of employees who returned from parental leave in the previous year and remained employed for 12 months after returning (F)	-	-	-
Parental leave application rate (%) (= B/A)	1%	8%	4%
Return-to-work rate (%) (= D/C)	50%	100%	83%
Retention rate (%) (= F/E)	-	-	-

Note:

1. "-" indicates no statistical data.
2. Since the retention rate requires disclosure of cross-year information to have complete statistical data, Ennoconn will strengthen the establishment of information collection channels in the future to present relevant data

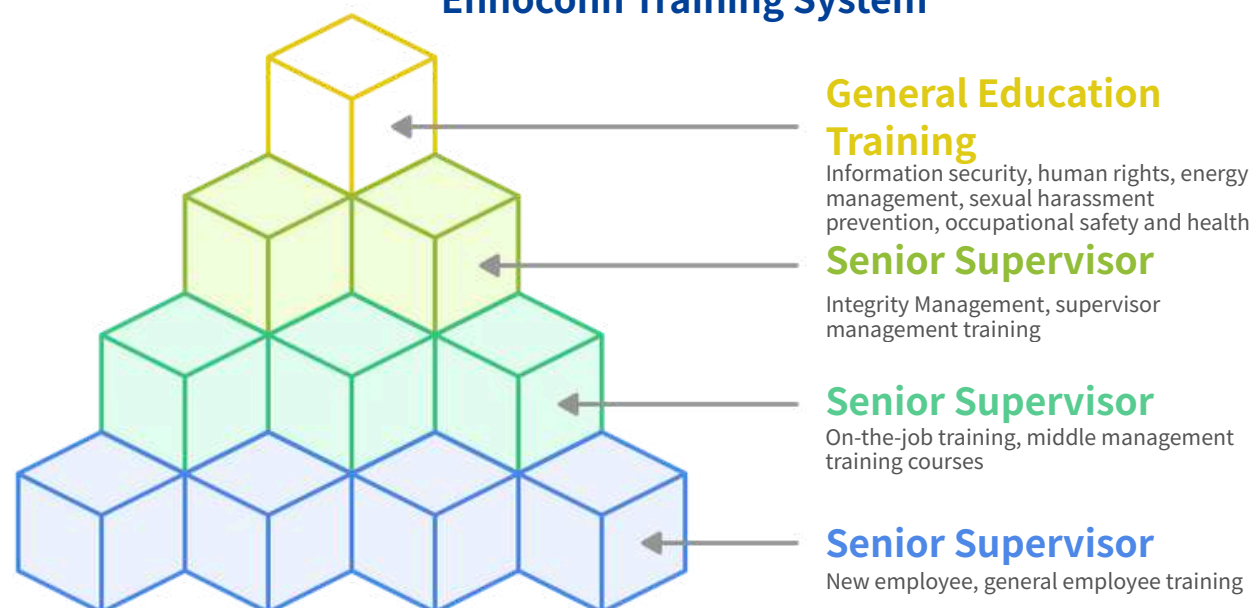
6.3 Diverse Development

6.3.1 Employee Development Programs

Career Development and Competency Cultivation

Ennoconn promises that all employees (including part-time or dispatched employees) will be provided with systematic professional training, cultivation and guidance, and formulates the “Employee Development Program” to enhance employees' work skills. Ennoconn's training system is divided into professional training and general training, with internal lecturers or external consultants forming a coaching team to guide employees in solving work problems and setting work goals; a senior employee mentor system to help new employees adapt to their work and exchange experiences; and training programs arranged according to the different levels of employees, including new employee training and general employee training for entry-level employees and leadership development programs for middle-level supervisors. The middle-level supervisor training includes a leadership development program to train their functional expertise and middle-level supervisor management leadership training; the senior supervisor training includes integrity management training and supervisor management training. In addition, in response to the company's digital transformation, all employees plan to introduce digital tools and technologies based on the business needs of each department, and utilize AI to enhance work efficiency and productivity to support the company's goal of digital transformation. Since the introduction of the Employee Development Program in 2022, the employee turnover rate of Ennoconn has been decreasing year by year, from 20.42% in 2022 to 13.00% in 2024, which shows the success of the program. In the future, Ennoconn will introduce the online learning platforms to plan more diversified training courses to strengthen the competitiveness and professionalism of its employees.

Ennoconn Training System



Ennoconn Career Development and Competency Training Pathways

In terms of career development, we provide employees with job rotation, overseas assignment opportunities, and advancement pathways to management and even professional manager positions. We offer appropriate resources to enhance employees' professional skills and knowledge for executing company tasks, while simultaneously achieving career development and personal goals.

Senior management development

Supervisors focus on professional and core competency development

Professional manager development

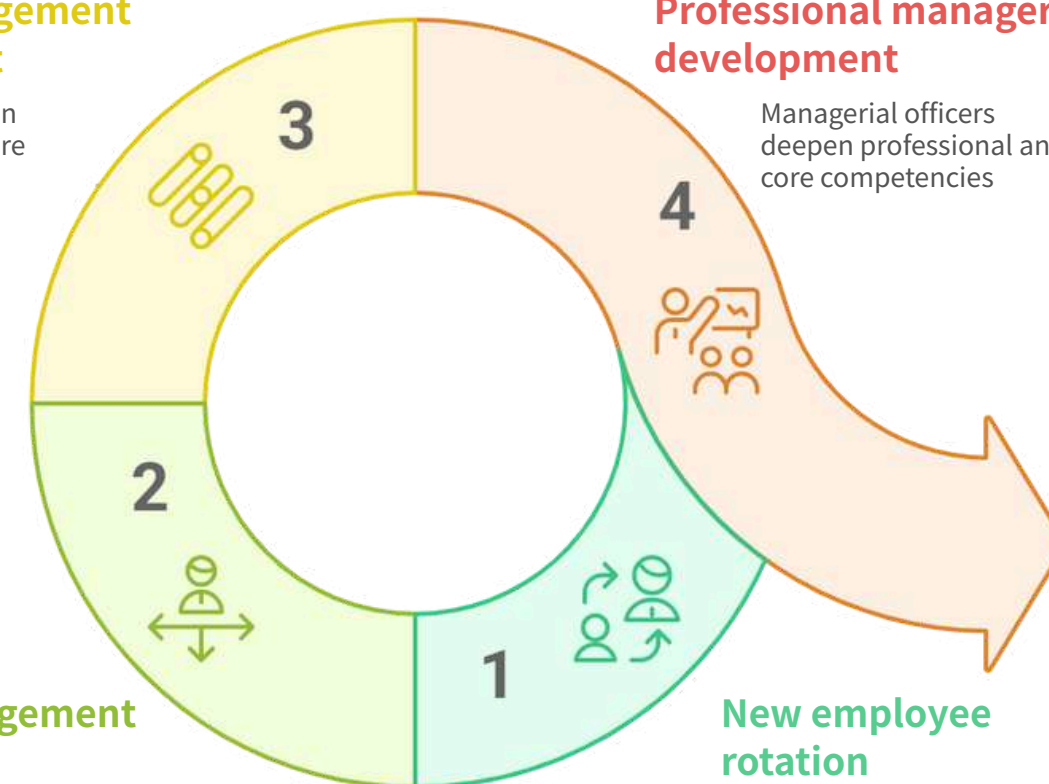
Managerial officers deepen professional and core competencies

Middle management rotation

Supervisors participate in job rotation to expand skills

New employee rotation

Employees participate in overseas rotation to gain experience



2024 Key Employee Development Programs

Item	Content	Target	Ratio of Employees Participated
Senior Management Work Exchange Meeting	In 2024, senior management were invited each morning to exchange and share insights on departmental operations, enhancing cross-unit brainstorming, driving positive business development. Additionally, the Chairman regularly hosted meetings every Tuesday to boost team morale	First-level supervisors from all units	Participating management account for 12.17% of all employees in Taiwan
Training on Ethical Management and Insider Trading Prevention	In 2024, physical and online Ethical Management and Anti-Corruption Series Courses were conducted for Directors, Managerial Officers, and all employees, with systems and codes also promoted through the internal network	Directors, Managerial Officers, and all employees	Participating employees account for 94% of all employees in Taiwan
Occupational Safety and Health Training	Occupational safety and health training and self-defense fire brigade escape drills were conducted for new hires and all employees	New hires and all employees	Participating employees account for 100% of all employees in Taiwan
Information Security Awareness Training	In 2024, malicious email social engineering drills were conducted for all employees to promote information security awareness	New hires and all employees	Participating employees account for 100% of all employees in Taiwan
Human Rights Awareness Courses	In 2024, all employees received training on workplace sexual harassment prevention and related regulations	New hires and all employees	Participating employees account for 100% of all employees in Taiwan
ISO 20400 Sustainable Procurement Guidelines	In 2024, first-level management and implementation units from various departments received training to enhance their sustainable supply chain management awareness.	First-level management and related implementation unit employees from various departments	The participation rate of first-level management and relevant departmental personnel is 100%

2024 Ennoconn Group Training Overview

Ennoconn Group aligns internal or external resources with employees' expected development goals to comprehensively plan education and training programs. In 2024, a total of 154,084.35 training hours were provided, averaging 13.6 training hours per person, with an investment of NT\$3,917,926, demonstrating its determination to actively cultivate specialized talents. The Group's manufacturing facility, Ennoconn (Suzhou), invested more training resources to raise employees' ESG awareness and strengthen occupational safety and health policy training and processes, with an average of 66.68 training hours per person.

2024 Education and Training Hours and Costs	Taiwan	China	Asia	Europe	Americas
Total Training Hours	101,688	61,349	1,796	73,001	66
Total Number of Employees	1,617	920	153	8,615	24
Average Hours per Person	62.89	66.68	11.74	8.47	2.25
Total Training Costs (NT\$ dollars)	338,256	167,920	3,125,000	286,750	0
Average Cost per Person (NT\$ dollars)	714	305	20,425	476	0

1. Data coverage period: January 1 to December 31, 2024.
2. Average Hours per Person = Total Training Hours / Total Number of Active Employees by Region at Year-end.
3. The boundary companies included in the calculation of total training hours include: Ennoconn, EnnoRise, Goldtek, Marketch, CASwell, Ennoconn (Suzhou), Nanjing Asiatek, HighAim, Ennotech Vietnam, Ennoconn Hungary kft, AIS INC.
4. The boundary companies included in the calculation of total training costs include: Ennoconn, CASwell, Ennotech Vietnam, Ennoconn Hungary kft.
5. The Company will strengthen the disclosure channels and items for subsidiary training hours and costs to present data completeness.



2024 Ennoconn Group Education and Training Data Analysis: By Gender, Job Level, Function, and Training Type

2024 Education and Training Hours (Unit: Hours)		Taiwan		China		Asia		Europe		Americas	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
		Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours
Job Level	Senior Supervisor	776.5	18.94	151.5	21.64	10	1	17	8.5	0	0
	Middle Supervisor	743.5	16.52	572	27.24	181	3.55	1	0.1	0	0
	Entry-Level Employees	3,538.80	12.24	2,984.95	11.99	55,854	120.63	5,286	13.77	1,624	25.78
Function	Business Unit	982.3	8.47	1,736.95	10.16	46	0.26	0	0	1,481	24.68
	Support Unit	920	14.38	1,105.00	17.54	165	7.86	30	1.07	143	47.67
	STEM	2,800.5	13.21	780.5	14.73	8	0.53	0	0	0	0
Training Type	Internal Training	4,307.3	8.6	3,257.45	9.1	54,085	103.22	4,666	11.78	124	1.97
	External Training	745.5	1.49	442	1.23	1,960	3.74	630	1.59	1,500	23.81

Note:

1. Job level data excludes Marketch, Dexatek and Vecow.

2. Competency data excludes EnnoRise, Goldtek, Poslab, Ennoconn (Suzhou), Nanjing Asiatek, Ennoconn Hungary kft, Kontron AG, and AIS INC.

6.3.2 Performance Evaluation

Ennoconn sets departmental and individual goals across four major dimensions: financial, customer, process, and growth. The Company regularly monitors progress through mechanisms such as annual performance evaluations and probationary period assessments. By using clear, quantitative, and attainable standards, we gain a thorough understanding of employee work performance and can promptly identify any obstacles, fostering effective communication between labor and management. Additionally, unit supervisors can timely match resources and provide guidance and assistance to help employees improve their work performance and achieve performance goals.

Performance Evaluation Items	Target	Description	Frequency
Probationary Period Evaluation	New Employees	1. After completing their 3-month probationary period, both the new employees and their supervisors conduct mutual evaluations using the New Employee Feedback and Evaluation Form. This process helps supervisors assess the employee's fit for the role and allows supervisors and HR to offer timely support and set future work goals and policies. 2. Suitable personnel are given formal employment, while unsuitable personnel are subject to "extended probation" or "termination of probation" to implement the probationary period evaluation system.	3 months after employment
Annual Performance Evaluation	Employees who joined before September 30 of the previous year	1. Using the four key dimensions of finance, customer, process, and growth as indicators, we develop 360 degree objectives that flow from operations to departments and to individuals, applying a comprehensive point-line-surface approach, establishing a results-oriented evaluation system that promotes team achievement of performance goals and enhances both employee professional capabilities and company operational growth. 2. In addition to employees being able to conduct self-evaluations and supervisor evaluations through the performance evaluation system, HR can also conduct multi-dimensional evaluation surveys. These incorporate feedback from colleagues, subordinates, or employees from other departments on three key areas regarding the evaluated employee: execution capability, behavioral values, and personal development, serving as reference for direct (evaluating) supervisors.	Once per year
Agile Performance Evaluation	All employees	1. Agile Performance Evaluation is one of the key focuses of performance management. Through daily supervisor meetings, the President and first-level supervisors engage in two-way communication to provide feedback on the process of achieving work objectives across departments and resolving objective obstacles or issues. 2. The Administration Department compiles the performance achievement status of each department once per quarter and submits to the President during supervisor meetings, enabling the President to understand the work progress of each department. Through ongoing communication and feedback, we coordinate resource utilization to enhance goal achievement efficiency.	Daily Supervisor Meetings Quarterly Performance Status Reports by Administration Department
Team Performance Evaluation	All employees	For major company issues or large client project plans, such as ISO management system projects, ESG projects, and sustainable supply chain projects, project teams are formed based on functional units. Team members not only have individual objectives but also set team goals, with corresponding rewards provided.	Once per year

Performance Evaluation Statistics

The purpose of performance management is to improve the performance of individuals, departments, and teams through quantified goal setting, communication and guidance, learning and development, year-end performance, and bonus linkage. Except for employees who joined during the year or took unpaid leave, the annual performance status of Ennoconn Group full-time employees in 2024 is detailed in the table below:

Annual Performance Evaluation Statistics Table		2024			
		Male	Male percentage	Female	Female percentage
Job Level	Senior Supervisor	26	35%	3	19%
	Middle Supervisor	46	41%	15	41%
	Entry-Level Employees	429	35%	354	32%
Total Number of People Evaluated		2,912			
Percentage of Total Number of People Evaluated		26%			

Note:

1. Male Percentage = Number of People Evaluated by Job Level / Total Number of People by Job Level for the Year (The denominator and numerator of this formula do not include Marketch and Kontron AG, as they do not have job level statistics).

2. Female Percentage = Number of People Evaluated by Job Level / Total Number of People by Job Level for the Year (The denominator and numerator of this formula do not include Marketch and Kontron AG, as they do not have job level statistics).

3. Percentage of Total Number of People Evaluated = Total Number of People Evaluated / Total Number of People for the Year (The denominator and numerator of this formula include Marketch and Kontron AG).

6.4 Workplace Safety

6.4.1 Occupational Health and Safety Management

Ennoconn complies with international conventions and relevant regulations of the Occupational Safety and Health Act. To ensure workplace safety and employee health, we have established a comprehensive occupational safety and health management system aimed at preventing hazards, occupational injuries, and diseases. The Company also formulated the Occupational Safety and Health Policy, which built on five major commitments: compliance with laws and regulations, risk management, safety assurance, health promotion, and continuous improvement. Ennoconn is committed to providing a healthy and safe working environment and have set the goal of zero occupational accidents. According to Articles 2 and 10 of the Occupational Safety and Health Management Measures, the Company is a Category 3 business and is not required to establish an Occupational Safety and Health Committee.

Ennoconn attaches significant importance to employee occupational safety and health issues. Through the Administration Department's mandate to the Occupational Safety Promotion Team, we regularly discuss occupational safety and health-related issues through Labor-Management Meetings to ensure the operational effectiveness of the occupational safety and health management system. The Occupational Safety Promotion Team is responsible for planning, coordinating, promoting, supervising, and auditing the implementation of the ISO 45001 system. Through procedural document control, regular tracking management, hazard identification and risk assessment, we follow the PDCA approach to achieve management objectives. On November 4, 2024, we successfully passed the first regular surveillance audit for the Occupational Safety and Health Management System ISO 45001:2018. The system covers both Ennoconn employees and non-employees. Ennoconn has established a labor safety hotline and employee suggestion box to offer colleagues with consultation and assistance on workplace physical and mental health issues. The Occupational Safety Promotion Team gathers occupational safety and health-related regulations and requirements from competent authorities and communicates them through internal announcements to ensure employees stay informed and comply accordingly.

Occupational Safety Training

Occupational safety and health education, training, and advocacy form the foundation for raising safety and health awareness among employees and contractors. All Ennoconn employees must complete general occupational safety education training every three years, with the next training scheduled for the end of 2025. New hires receive general safety and health orientation upon joining the Company. In addition, tailored knowledge and skills training are provided based on different departmental work patterns and environments to both employees and external workers, aiming to enhance safety awareness and prevent accidents.

Category	Course Content	Training Target	Total Training Hours/Sessions
General Safety and Health Education Training	Overview of occupational safety and health regulations, occupational safety and health concepts and work safety rules, automatic inspections before, during, and after operations, standard operating procedures, emergency response handling, fire prevention and first aid knowledge and drills, other safety and health knowledge related to worker operations	New Employees	108 Hours/36 Sessions
Emergency Response Education Training	Self-Defense Fire Organization Training (Fire Extinguishing, Fire Evacuation, First Aid)	Fire Organization Members	8 Hours/2 Sessions

Occupational Health Services and Health Promotion

The Occupational Safety Promotion Team evaluates factors that may pose significant risks to employees based on the work environment and nature of work. The laboratory conducts safety and health management according to the Automatic Safety and Health Inspection Management Procedures, Procedures for Classification Management of Chemicals, Organic Solvent Use Management Procedures, and Work Environment Monitoring Management Procedures, mitigating the identified relatively high risks through automatic inspections and chemical classification management. The laboratory primarily uses organic solvents containing isopropanol as chemical substances. Hazard control equipment is installed in compliance with regulations, and work environment monitoring is conducted twice annually. Results show that the levels of harmful substance dispersion are below the permissible exposure concentration standards.

Ennoconn develops four major plans based on Articles 6, 30, and 31 of the Occupational Safety and Health Act, the Regulations Governing the Implementation of Maternal Health Protection for Female Workers, and Articles 324-1, 324-2, and 324-3 of the Regulations for the Occupational Safety and Health Equipment and Measures, based on the Company's work environment characteristics and forms: the Workplace Maternal Health Protection Plan, the Prevention Plan for Unlawful Infringement in the Performance of Duties, and the Prevention Plan for Diseases Triggered by Abnormal Workload. Based on these four major plans, hazard identification for employee health is conducted, and contracted medical personnel are employed to provide on-site services. Health classification management is carried out based on identification results, with service plans executed according to risk levels. Physicians provide services twice a year, while occupational health nurses offer support twice a month. Annual health examinations and subsidies are provided to employees depending on their job levels. Abnormality classification management is conducted based on examination results, providing employees with personal health guidance and strengthening disease-related health education promotion, follow-up tracking, and other health management measures, such as the H2U Health Bank app, which helps employees continuously record health activities. In 2024, 162 employees were eligible for health examinations. As of December 31, 2024 (with the examination deadline ending on February 28, 2024), 122 employees had completed their health checks, achieving a completion rate of 75%. Health subsidies amounted to over NT\$1.8 million. Additionally, the Employee Welfare Committee organized walking and carbon reduction activities to promote environmental protection and health care knowledge, encouraging employees to develop exercise habits and improve their physical and mental well-being.

6.4.2 Occupational Injuries and Diseases

Ennoconn's employee occupational injury risks primarily stem from abnormal workloads and ergonomic hazards. Special plans have been established including the Ergonomic Hazard Prevention Plan, Prevention of Diseases Triggered by Abnormal Workloads, and Occupational Safety and Health Work Guidelines to ensure effective operation of hazard risk identification and risk assessment. After daily work-related hazard risks are assessed and confirmed as high-risk items by occupational safety personnel and occupational health nurses, occupational safety and health target programs are established and relevant departments are required to implement them accordingly, with occupational safety personnel tracking their effectiveness. In 2024, the total actual working hours experienced by all employees in the Ennoconn Group reached 37,562,258.86 hours, maintaining a record of zero occupational accidents and zero casualties. No employees experienced deaths due to occupational injuries, serious occupational injuries, or recordable occupational injury incidents. There were also no deaths caused by occupational diseases or cases identified as occupational diseases under the Regulations for Implementing Labor Occupational Accident Insurance Occupational Disease Appraisal.

Ennoconn Employee Absenteeism Statistics	2024 年
Total Working Person-Days	48,963
Lost Hours Due to Official Leave and Injury Leave Absenteeism	241
Lost Hours Due to Sick Leave Absenteeism	3,531
Total Lost Days Due to Absenteeism	471.5
Absenteeism Rate	0.96%

Note:
1. Total Absenteeism Days = (Official Leave + Injury Leave + Sick Leave) / 8hr = (213.5+27.5+3531) / 8 = 471.5.
2. (Total Lost Days Due to Absenteeism / Total Working Person-Days) x 100%.

Ennoconn Group Occupational Injury and Disease Statistics Table

Statistical Items (Unit)	2024	<div>Note:</div> <div>1.Occupational Injury Fatality Rate = Occupational Injury Deaths (Cases) / Total Working Hours × 1,000,000.</div> <div>2.Severe occupational injury refers to work-related injuries that cause employees to be unable, or have difficulty, recovering to their pre-injury health status within six months, excluding fatalities.</div> <div>3. Severe Occupational Injury Rate = Severe Occupational Injury Cases (Cases) / Total Working Hours × 1,000,000.</div> <div>4.Recordable incident cases refer to all occupational injury incidents that occurred during the year, including severe work-related injuries and injury fatalities.</div> <div>5.Recordable Incident Rate = Recordable Occupational Injury Cases (Cases) / Total Working Hours × 1,000,000.</div> <div>6.Occupational Disease Incidence Rate = Number of Occupational Disease Cases / Total Working Hours × 1,000,000.</div>
Total Working Hours (Hours)	37,562,258.86	
Occupational Injury Fatalities (Cases)	0	
Occupational Injury Fatality Rate	0%	
Severe Occupational Injury Cases (Cases)	0	
Severe Occupational Injury Rate	0%	
Recordable Incident Cases (Cases)	0	
Recordable Incident Rate	0%	
Occupational Disease Cases (Cases)	0	
Occupational Disease Incidence Rate	0%	

Ennoconn Group Employee Historical Occupational Injury Incident Analysis (Unit: Number of Cases)

Incident Type	2024	
	Recordable Incidents	Occupational Disease
Physical Hazards	0	0
Chemical Hazards	0	0
Biological Hazards	0	0
Ergonomic Hazards	0	0
Psychosocial Hazards	0	0
Total	0	0

Ennoconn Group Occupational Injury Category Statistics Table

Unit: Person, %	2024	
	Number of Injuries	Proportion of Injuries
Fall	0	0
Collision	0	0
Cut/Laceration	0	0
Contusion	0	0
Other	0	0

Note:
1. Proportion of Injuries = Number of Injuries / Number of Full-time Employees at Year-end
2.Work injury categories are determined primarily based on local regulations