

Ennoconn Labor Practices Program

- **Providing Wages Aligned with the Cost of Living**

Ennoconn is committed to providing wages that are aligned with the cost of living. The Company regularly reviews local living expenses, including food, clothing, housing, transportation, and education, and adjusts its remuneration system where appropriate to ensure that employees and their families have stable and adequate financial support to meet their basic living needs.

- **Monitoring Working Hours and Paying Overtime Compensation**

Ennoconn complies with applicable labor laws and monitors employee working hours and overtime through its attendance management system, ensuring that monthly overtime does not exceed 46 hours. The Company regularly reviews departmental workloads, provides guidance in cases of excessive working hours, and addresses the root causes of prolonged working hours by optimizing workflows or increasing staffing where necessary.

To protect the rights and interests of employees working overtime, all overtime compensation is calculated in accordance with applicable laws and paid together with the employee's monthly salary. The Company also uses system controls to ensure the accurate payment of overtime compensation and provides compensatory leave arrangements to encourage employees to take appropriate rest.

- **Conducting Labor–Management Consultation and Improving Working Conditions**

Ennoconn has established labor–management meetings in accordance with applicable laws as a formal communication platform. Representatives of employees and management meet regularly to discuss employee rights, working conditions, and welfare-related matters. Management representatives engage in good-faith dialogue to reach consensus, improve the working environment, and enhance employee welfare programs. In 2025, the Company held four labor–management meetings to ensure that employees' views were heard and appropriately addressed.

- **Ensuring Equal Pay for Men and Women**

Ennoconn adheres to the principle of equal pay for equal work. Employee remuneration is determined based on a comprehensive assessment of educational and professional experience, professional capabilities, job responsibilities, performance, and prevailing market salary levels. For employees performing comparable work under equivalent conditions and performance standards, the Company does not differentiate remuneration based on gender, race, religion, or other personal characteristics. Ennoconn also regularly reviews and monitors the gender pay gap to help ensure that employee remuneration is not affected by gender.

- **Providing Social Protection Beyond Statutory Requirements**

Ennoconn provides insurance and health examination programs that exceed statutory requirements and industry practices. In addition to enrolling employees in statutory labor and health insurance

programs, the Company provides complimentary group insurance covering life insurance, accident insurance, medical insurance, cancer insurance, and occupational injury insurance, with coverage also extended to employees' dependents. In addition, employees receive annual health examination subsidies ranging from NT\$10,000 to NT\$60,000, depending on their job grade, to support their physical and mental well-being.

- **Protecting Employees' Leave Entitlements**

Ennoconn protects employees' entitlement to paid annual leave and other statutory leave in accordance with applicable laws. The Company tracks employees' use of leave through its human resources system and management mechanisms, reminds employees to plan and take their annual leave appropriately, and encourages a healthy work-life balance. The Company also provides leave benefits that exceed statutory requirements, including eight weeks of maternity leave, one week of paternity leave, and one day of paid family care leave. Other benefits include fully paid prenatal examination leave, paternity leave, prenatal examination accompaniment leave, and parental leave.

- **Providing Training and Reskilling to Address Transition Challenges**

In response to changes in skill requirements arising from digitalization, industrial transformation, and climate change, Ennoconn continues to provide employee training and reskilling programs. These programs help employees enhance their professional capabilities and mitigate the potential adverse effects of industrial and climate-related transitions.

By the end of December 2025, Ennoconn had fully rolled out AI tools across the organization. Through in-person courses and hands-on exercises, the Company helps employees develop effective collaboration skills and build a shared understanding and practical capability in the use of AI.

In 2026, the Company plans to select 31 "seed members" from different departments to participate in intensive and interactive training designed to facilitate knowledge and technology transfer. Upon completion of the program, these employees will serve as "digital transformation coaches" within their respective departments, identifying operational pain points and introducing appropriate AI solutions.