

Retirement system and implementation status: The Company has formulated labor pension regulations and established its Labor Pension Fund Supervision Committee in accordance with the Labor Standard Act and Labor Pension Act. The Company pays pension on a monthly basis to the Bank of Taiwan Pension Fund Account as required by law according to the new or old pension system selected by the employee. Alternatively, the Company pays labor pension fund to the designated personal pension fund account of the Bureau of Labor Insurance. Quarterly Labor Pension Fund Supervision Committee meetings are convened to review pension payment status and discuss about pension-related matters.