

## **Training Practices for the Personnel Rights and Interests Protection**

- **Provide relevant regulatory compliance at induction training sessions**

Upon onboarding, the new employees shall be requested to attend induction training sessions on topics that include sexual harassment prevention, anti-discrimination, anti-harassment, grievance channels, working hours management, and health and safety in the working environment.

- **Provide awareness programs on the prevention of sexual harassment and illegal assaults in the workplace**

Relevant awareness programs should be provided for the employees to avoid being unlawfully assaulted in the workplace when performing their job duties. The grievance hotline should also be disclosed to the employees to help build a friendly working environment.

- **Provide thorough occupational safety training**

The occupational safety training should include safety and health, fire safety, emergency response, traffic safety, first-aid personnel training, etc.

## •Promoting integrity and professional ethics

Regular educational training and promotion activities should be held to communicate our company's ethical management philosophy, policy, prevention schemes and disciplinary consequences to each Personnel and our business partners. The ethical management policy should be incorporated into the relevant performance management policy to build an ethical corporate culture.

Number of participants and total training hours related to training on the Personnel rights and interests protection in 2024

| Course Title  | Total Number of Participants | Total Training Hours |
|---|------------------------------|----------------------|
| The awareness program on the personnel rights and interests protection policy and DEI           | 496                          | 248                  |
| Awareness programs on the prevention of sexual harassment and illegal assaults in the workplace | 86                           | 106                  |
| Internal Auditor Training   | 32                           | 266                  |
| Occupational safety training  | 3,806                        | 8,365                |
| Maintaining Physical and Mental Health and Work Balance training                                | 657                          | 1,349                |
| Promoting integrity and professional ethics   | 212                          | 324                  |
| Total   | 5,289                        | 10,658               |