

Implementation of the Sustainable Development :

I. Employee care

- The Company has established the Employee Welfare Committee in accordance with the law and appropriated welfare funds for various welfare affairs.
- Subsidies for childcare for employees' children.
- Subsidies for employees' on-the-job training.
- Promote and establish an employee stock trust plans.

II. Diversity in the workplace

- The Group continues to promote workplace diversity and equal opportunities for advancement, without discrimination based on gender, race, age, skin color, nationality, religion, marital status, sexual orientation, physical or mental disability, or any other reason. This promotes equal pay and promotion opportunities for all genders and ethnic groups. The Company's outstanding talents come from diverse backgrounds. Approximately 99% of the employees are from ROC, 2% of the employees are disabled, 79% of the employees possess education at College and University and above, 75% of them are at an energetic stage between 20 to 40 years of age, female employees account for 46% of the entire employees, and female managers account for 40%. Two female directors were elected at the 5th Board of Directors at the 2023 Annual General Meeting of Shareholders. The Company will continue to promote workplace diversity and equality opportunities for promotion.

III. Favorable Working Conditions

- Arrange periodical health examinations for employees (In 2023, a total of 145 employees were examined).
- Carry out periodical inspections of the operating environment.
- Establish relevant work safety rules such as the Regulations of Occupational Safety and Health Management, Regulations of Emergency Response, Regulations of Contractors Management, and Regulations of Operation Management in Elevated Areas to conduct safety and health inspections of operating sites and mitigate the risk of occupational injuries.
- Arrange safety and health training for new employees (In 2023, a total of 90 employees are trained) and encourage employees to obtain certificates related to occupational safety and health.
- Arrange contracted professional medical personnel to provide on-site health services, and subscribe to healthcare magazines to keep employees informed of new health knowledge (In 2023, on-site health services: 36 times; professional doctors: 3 times).

IV. Career Path

- The Company encourages its employees to attend external training lessons based on their career planning and business requirement.
- Internal training lessons on professional knowledge and core skills are also available to improve employees' literacy.

V. Social Engagement and cultural development

- The Company has invested in Empty Shells Pictures Co., Ltd. This company has filmed the movie “Incantation” released in the upper half of 2022 and has become number one in box office in history for Taiwan original creation of horror movies. We are continuing our investment in the production of a second horror film. We are in negotiations with Shochiku Films, one of Japan's three major film production companies, to align with international standards.
- In 2023, the Company invested in the Broadway jazz ballet production “Sugar Hill: The Ellington/Strayhorn Nutcracker,” aiming to enrich Taiwan's performance culture and promote its diversified development.
- Industry-Academia Collaboration: In FY2023, the Company participated in the Next Generation Design Industry-Academia Collaboration organized by the Taiwan Design Research Institute. Themed “Beyond Sustainability,” this collaboration encouraged businesses and students to think broadly about how to practice sustainability while meeting various lifestyle needs, fostering collaborative innovation between industry and academia. The Company sponsored a bonus of NT\$130,000, and 3~6 professional employees participated in many workshops and visits with enterprises and students. Subsequently, corporate internship opportunities were also provided.

VI. Environmental issues

- Periodically clean and disinfect the office environment.
- Periodically clean and maintain the air conditioning to keep the efficiency of the machines and reduce energy waste.
- The Company has assessed the current and future potential risks and opportunities that climate change brings about and has included it in the risk management. Continuously promote various energy-saving and carbon emission reduction measures and advocate water conservation, temperature control of air conditioning, etc., to reduce the impact of corporate operations on the environment.
- Keep an eye on climate change and temperature change, adjust the air-conditioning temperature of the office environment timely, turn off lights when not in use, keep replacing electronic lights with LED lights, and recycle and reuse the waste paper to implement energy saving and carbon emission reduction.
- The Company has began to conduct greenhouse gas emissions related data compilation planning work and continues to follow related topics.
- The company abides by environmental protection laws and regulations and implements policies such as garbage sorting, air pollution control, and conservation of water and electricity. In response to carbon reduction and environmental protection efforts, the Company has reduced the burning of joss paper during the Qingming Festival by participating in a collective worship ceremony and replacing it with government-promoted alternatives (“donate instead of burn joss paper”). We donated NT\$18,000 to the Taiwan PM2.5 Control Association.