

# 4 Employee Care

4.1 Friendly Workplace

4.2 Talent Development

4.3 Employment Relationship

4.4 Workplace Safety



## 4.1 Friendly Workplace

NEXCOM always prioritizes the rights and interests of its employees, striving to provide a safe, equal, and friendly working environment where employees can fully unleash their potential and jointly promote the company's prosperity and development. Our company is committed to creating an employee-friendly and equal workplace, implementing gender equality policies and fostering an atmosphere of mutual respect to ensure the steady development of the company. Additionally, we have a comprehensive education and training system regularly organizing various training programs to enhance employees' professional skills and improve their competitiveness in the workplace. Transparent promotion channels allow employees to anticipate potential career development opportunities. Our company also actively promotes constructive labor-management communications. Employees are allowed to freely express their opinions at labor-management meetings whilst management respond to employee needs promptly to achieve bilateral consensus. Furthermore, our company emphasizes the importance of workplace safety and health, particularly enhancing occupational safety and health management to effectively safeguard employees' physical and mental well-being.

### Employee Structure

As of December 31, 2024, NEXCOM (Including Taiwan subsidiaries) had a total of 1,157 employees, including 279 management level employees and 878 general employees. Due to the nature of technology industry and the employment market, there are a higher proportion of male employees in managerial positions, technology research and development, and specialized technical roles. In terms of gender distribution, male employees account for 78% of managerial positions and 22% are female, while male employees account for 54% of general employees and 46% are female. Regarding age distribution, up to 65% of the workforce is in the range of 30 and 50. Currently NEXCOM employs 9 employees with disabilities, 138 fulltime foreign employees (engineers and technical workers) and 22 informal-employees.

#### ► Presentation of Employee Information by Gender and Region

Taiwan			
Employee Type	Male	Female	Total
Number of Employees	691	466	1,157
Permanent Employees	691	465	1,156
Temporary Employees	0	1	1
Non-guaranteed Hours Employees	0	0	0
Full-time Employees	688	465	1,153
Part-time Employees	3	1	4

Note:

Part-time Employees: Employees who work less than full-time hours.

Temporary Employees: Contracted employees with fixed-term contracts.



## ▶ Informal Employee

Type	Scope of Service (Job Types)	Number of People	Contract Terms
Manpower Agencies	Dormitory Manager	1	Contracted with human resource agency
Dispatch	Factory Support	18	Contracted with dispatch service
Catering Services	Employee Cafeteria	2	Group catering contract
Cleaning Services	Office Area Cleaning	1	Assigned by cleaning company

## ▶ Employee Structure

As of December 31, 2024	Age	Gender	Number of People	Ratio
Management Level Employees	Under 30 years old	Male	0	0%
		Female	0	0%
		<b>Total</b>	<b>0</b>	<b>0%</b>
	30-50 years old	Male	124	10.72%
		Female	39	3.37%
		<b>Total</b>	<b>163</b>	<b>14.09%</b>
	Over 50 years old	Male	95	8.21%
		Female	21	1.82%
		<b>Total</b>	<b>116</b>	<b>10.03%</b>
General Employees	Under 30 years old	Male	60	5.19%
		Female	99	8.56%
		<b>Total</b>	<b>159</b>	<b>13.74%</b>
	30-50 years old	Male	336	29.04%
		Female	257	22.21%
		<b>Total</b>	<b>593</b>	<b>51.25%</b>
	Over 50 years old	Male	76	6.57%
		Female	50	4.32%
		<b>Total</b>	<b>126</b>	<b>10.89%</b>

\*Total Percentage=(Number of Employees in Each Type/Total Number of Employees)\*100%

Employees with Disabilities	Male	7
	Female	2
	<b>Total</b>	<b>9</b>

Foreign Employees	Male	4
	Female	134
	<b>Total</b>	<b>138</b>

## Talent Recruitment

In the talent recruitment process, including recruitment activities and interviews, NEXCOM adheres to principles of fairness, justice, transparency, and objectivity. The company does not discriminate based on race, class, nationality, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical and mental disabilities, astrological sign, blood type, status as a labor representative or previous union membership during job interviews, hiring, training, compensation, promotion, dismissal, or retirement. The company consistently upholds a merit-based standard in talent recruitment, selecting the best candidates to attract outstanding talent from various fields and drive corporate development. In 2024, the onboarding rate was 12.7% and the turnover rate was 13.6%.

### ▶ Number of New Employee Hires and Employee Turnover

As of December 31, 2024	Age	Gender	Number of Employees	Ratio
Number of New Employee Hires	Under 30 years old	Male	13	8.84%
		Female	28	19.05%
		<b>Total</b>	<b>41</b>	<b>27.89%</b>
	30-50 years old	Male	53	36.05%
		Female	42	28.57%
		<b>Total</b>	<b>95</b>	<b>64.63%</b>
	Over 50 years old	Male	11	7.48%
		Female	0	0%
		<b>Total</b>	<b>11</b>	<b>7.48%</b>
Number of Employee Turnover	Under 30 years old	Male	16	10.19%
		Female	19	12.10%
		<b>Total</b>	<b>35</b>	<b>22.29%</b>
	30-50 years old	Male	63	40.13%
		Female	43	27.39%
		<b>Total</b>	<b>106</b>	<b>67.52%</b>
	Over 50 years old	Male	15	9.55%
		Female	1	0.64%
		<b>Total</b>	<b>16</b>	<b>10.19%</b>

## Remuneration and Benefits

NEXCOM provides remuneration to employees mainly based on individual professional abilities, years of service, and educational and work experience. Differences in salary are not based on personal physical or mental differences. The company is also willing to share its profits with employees, allowing them to contribute their skills to the company while being assured of their personal economic well-being. This approach enhances employees' sense of unity and belonging to the company.

### ▶ 2024 Basic Salary Ratio

	Male	Female
Actual / Minimum Wage Ratio	1.31	1.16



## ▶ Ratio of Female and Male Employee Remuneration

	2022		2023		2024	
Job Levels	Male	Female	Male	Female	Male	Female
General Employees	1	0.687	1	0.712	1	0.708
Entry-Level Managers	1	0.952	1	0.935	1	0.901
Mid-Level Managers	1	0.945	1	0.903	1	0.890
Senior Managers	1	0.951	1	0.981	1	0.940

1. The average salary of male employees is used as the denominator for the calculations.
2. The gender pay gap among general employees is primarily due to differences in job responsibilities and required skill levels. A higher proportion of male employees are engaged in more technically demanding roles, which typically offer higher compensation. Conversely, more female employees work in production and assembly positions, which tend to have lower pay. This difference is not a result of gender discrimination.
3. While the aforementioned factors contribute to a wider pay gap, the Company is committed to ensuring that male and female employees receive equal compensation for work of equal value and comparable qualifications.

## ▶ Average and Median Annual Salary for Non-Supervisory Positions

Unit: NT\$ thousand

Item	2022	2023	2024
Total Salary of Non-Supervisory Full-Time Employees	540,476	589,406	599,948
Number of Non-Supervisory Full-Time Employees	757	805	786
Average Salary of Non-Supervisory Full-Time Employees	714	732	763
Median Salary of Non-Supervisory Full-Time Employees	624	640	657

Note 1: Non-supervisory positions refer to the number of employees in Taiwan, excluding managers, part-time employees, and employees employed for less than 6 months. The calculation is based on the average number of employees, including both domestic and foreign nationals.

Note 2: The total salary is based on the applicable basis, including base salary, overtime pay, various allowances and bonuses, and employee remuneration, excluding expenses related to stock-based payments.

Note 3: The factory has a relatively high proportion of direct staff.

## Annual Total Remuneration Ratios

The ratio of the annual total remuneration of the highest-paid individual in the organization to the median annual total remuneration of other employees (excluding the highest-paid individual) is 7.18:1.

The ratio of the percentage increase in the annual total remuneration of the highest-paid individual in the organization to the median percentage increase in the average annual total remuneration of other employees (excluding the highest-paid individual) is -2.08:1. (-0.17372/0.08352)

Explanation:

The annual total compensation of the highest-paid individual (the company's most senior executive) decreased by 17.372% compared to 2023, primarily due to lower profitability, which led to a reduction in performance-based bonuses.

The median annual total compensation of other employees in the organization (excluding the highest-paid individual) increased by 8.352%, indicating that despite the company's lower profitability, bonuses and salary adjustments were still provided to recognize the efforts and contributions of employees.

Diverse Employee Welfare

NEXCOM is committed to enhancing employee working performance by providing a comprehensive range of benefits and a comfortable working environment. Through internal and external training programs, employees continually enrich their professional knowledge and skills. Comprehensive labor and health insurance, as well as group insurance, are provided to ensure employees' health is well-protected. Regular special physical health examinations are arranged to ensure both physical and mental health of employees.

Additionally, NEXCOM provides various welfare allowances, such as travel allowances, bonuses for birthdays, festivals, childbirth, weddings and condolences as well as hospitalization consolation allowance. A variety of activities, such as year-end banquets, competitions and recognition for outstanding employees, are organized to foster team spirit among employees. NEXCOM also operates a cafeteria offering a variety of delicious and nutritious meals, ensuring that employees enjoy a high-quality dining experience.

A welfare committee has been established to assist employees in setting up clubs, planning leisure activities, and promoting camaraderie among colleagues. Additionally, a health and vitality center, including a fitness gym and aerobics classroom, has been set up to provide employees with ample opportunities for exercise and stress relief.

Employee Benefits

<p><b>Medical Insurance</b></p> <p>Labor insurance, national health insurance, group insurance, and business travel accident insurance provide comprehensive protection.</p>	<p><b>Health Examinations</b></p> <p>Conduct regular employee health examinations to ensure employees' health.</p>	<p><b>On-Site Services</b></p> <p>Contracted medical personnel provide on-site health services, including health care, health consultations, and health promotion.</p>	<p><b>Massage Station</b></p> <p>Hire a visually impaired massage therapist to provide shoulder and neck stress relief massages.</p>
<p><b>Healthy Eating</b></p> <p>Employee cafeteria provides group meals with meal subsidies.</p>	<p><b>Education and Training</b></p> <p>Provide internal and external education training opportunities.</p>	<p><b>Club Subsidies</b></p> <p>Encourage employees to form clubs with financial support.</p>	<p><b>Event Held</b></p> <p>Employee trips, movie screenings, year-end banquets, and recognition for outstanding employees are provided to promote employee well-being.</p>
<p><b>Bonus Benefits</b></p> <p>Holiday bonus, year-end bonus, and performance bonus improve employees' lives.</p>	<p><b>Welfare Allowances</b></p> <p>Travel subsidies, cash gifts for birthdays, festivals, childbirth, weddings, and funerals, as well as hospitalization consolation payments.</p>	<p><b>Maternity Protection</b></p> <p>Breastfeeding rooms and childcare facilities.</p>	<p><b>NEX Cafe</b></p> <p>Coffee is served in the affiliated café.</p>
<p><b>Health and Vitality Center</b></p> <p>Provide a fitness gym and aerobics classroom to give employees more space to exercise.</p>		<p><b>Other Benefits</b></p> <p>Discounts on food, clothing, housing, and transportation through partnerships with other vendors.</p>	

## ▶ Health Examinations

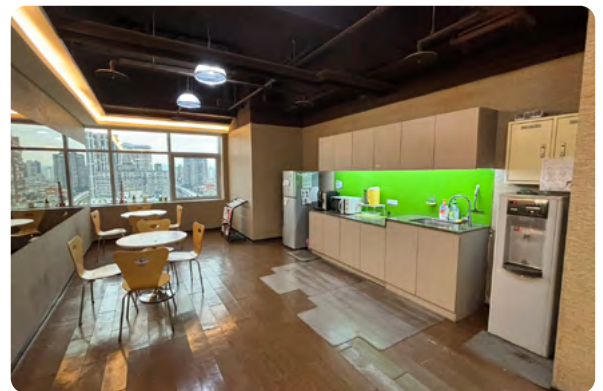


## ▶ Health and Vitality Center/Club



## ▶ Breastfeeding Room ▶ Massage Station

## ▶ NEX Cafe



## ▶ Year-End Banquet



## ▶ Long-Service Awards





## Employee Trip



## Parental Leave Planning

NEXCOM understands the needs of modern workplace employees in balancing work and family, providing comprehensive care for employees during the three stages of pregnancy, childbirth, and parenting to ensure that employees and their families receive proper care. In compliance with Taiwan's legal regulations, NEXCOM offers parental leave, allowing employees to fully care for their newborns or young children while ensuring their positions are preserved upon their return to work. Employees will not lose job opportunities due to taking unpaid parental leave. Recently, many male employees also hope to play a more active role in family life, participating in the growth of their children and sharing parenting responsibilities with their partners, thus fostering closer family relationships.

As a result, an increasing number of male employees are applying for parental leave. Promoting gender equality in parenting and supporting employees during the critical period of newborn care helps maintain family stability and harmony, retain outstanding employees, and reduce talent loss.



### Pregnancy

- With paid prenatal check-up leave for 7 days
- During pregnancy, those who need bed rest for fetal protection will be guided on health education and protective measures by contracted nursing staff



### Childbirth

- Maternity leave for 8 weeks
- The employee welfare committee provides a childbirth gift
- For one year after childbirth, contracted nursing staff will continue to provide guidance on health education and protective measures



### Breastfeeding

- Establish a breastfeeding room
- Provide breastfeeding time



### Parenting

- Parental Leave
- Contract with childcare service agencies to provide childcare services, offering discounted rates to employees to help them balance work and childcare responsibilities



### Family Care

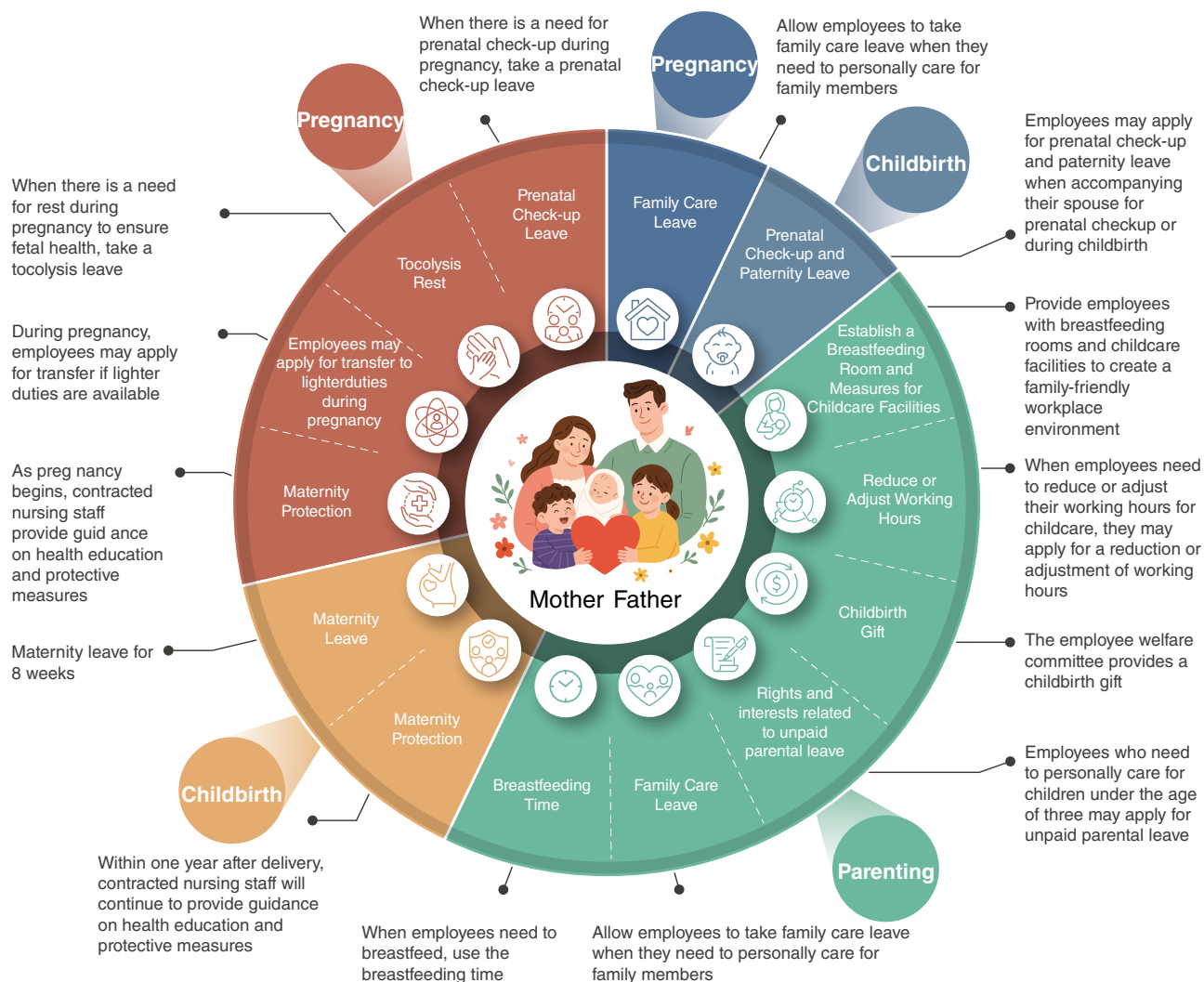
- Flexible Working Hours
- Family Care Leave



### Gender Equality in Parenting

- Provide male employees with 7 days of paid leave to accompany their spouse for prenatal check-ups and childbirth
- Breastfeeding Time for Men
- Parental Leave for Men
- Family Care Leave
- Flexible Working Hours





Item	Gender	2022	2023	2024
Eligible Applicants	Male	2	4	2
	Female	2	1	8
	<b>Total</b>	<b>4</b>	<b>5</b>	<b>10</b>
Employees Eligible to Return to Work (A)	Male	2	3	3
	Female	5	3	6
	<b>Total</b>	<b>7</b>	<b>6</b>	<b>9</b>
Employees Who Actually Returned to Work (B)	Male	1	3	3
	Female	4	3	3
	<b>Total</b>	<b>5</b>	<b>6</b>	<b>6</b>
Reinstatement Rate (B/A)	Male	50%	100%	100%
	Female	80%	100%	50%
	<b>Total</b>	<b>71%</b>	<b>100%</b>	<b>67%</b>

Reinstatement Rate = (Total Number of Employees Who Actually Returned to Work in the Current Year / Total Number of Employees Eligible to Return to Work in the Current Year) \* 100%.

## Retirement Planning

### Old Labor Pension Scheme

In 2011, in accordance with Article 11, Paragraph 3 of the Labor Pension Act, with the agreement of both labor and management and the approval of the Labor Pension Supervisory Committee of NEXCOM, the workers who had settled their years of service under the old system have had their settlement funds paid from the Labor Pension Reserve Fund Special Account of the Trust Department of the Bank of Taiwan, totaling NT\$11,758,000.

Paying retirement benefits in advance and maintaining employees' original job rights is also a very important part of corporate social responsibility, and is a tangible benefit that companies provide to employees beyond the law.

The company has promoted that this settlement amount can be transferred to a special account for the new labor retirement fund. Transferring the funds to a special personal account will not only make financial life more stable after retirement, but also exempt from retirement income tax in the year the settlement is made.

### New Labor Pension Scheme

Starting from July 1, 2015, NEXCOM and its domestic subsidiaries have established a defined contribution retirement plan in accordance with the "Labor Retirement Pension Act," which applies to employees of Taiwanese nationality. For employees who are applicable for the labor pension system stipulated in the "Labor Retirement Pension Act," the company and its domestic subsidiaries contribute 6% of the employees' monthly salaries to their individual pension accounts at the Labor Insurance Bureau. The payment of employees' pensions is made either as a monthly pension or a lump sum, based on the amount in the employees' individual pension accounts and accumulated returns. In 2024, the retirement pension cost recognized by the company under the aforementioned retirement plan amounted to NT\$47,917,000.

## 4.2 Talent Development

### Talent Cultivation

NEXCOM recognizes that talent is the cornerstone of sustainable development. Therefore, the company places great importance on employee education and training and actively fosters an environment conducive to talent growth and development, enabling employees to focus on enhancing their professional skills and competitiveness. The company organizes various internal and external training courses based on different job categories and arranges them according to the skills required by employees.

Every year, NEXCOM formulates an education and training plan and allocates budget to ensure continuous learning and growth for employees. Additionally, the company develops corresponding training plans based on annual strategies and departmental needs. On-the-job training at NEXCOM is mainly divided into internal and external training. Internal training includes professional skills training arranged by departments according to actual business needs, as well as technical seminars. External training includes participating in professional courses offered by consulting firms, training institutions, or government and industry associations.

In NEXCOM's education and training system, new employees receive orientation on company rules, regulations, and occupational safety knowledge, followed by professional training from their respective departments. The company encourages employees to pursue further professional courses within their scope of work to facilitate their continuous growth. Each department formulates and implements its own education and training plan annually according to its specific need. Both internal and external training ensure that employees' professional skills are continuously updated and provide a basis for personal career planning.

In recent years, the trend of diversified education and training has become increasingly evident. To expose employees to knowledge from various fields, NEXCOM also encourages participation in language courses, social communication courses, and more offered by external institutions. Through diverse learning channels, NEXCOM aims to help employees achieve higher accomplishments in their respective fields and continuously enhance their self-worth.

#### ► Employee Education and Training Hours

Unit: Hours

Job Levels	Male	Female	Total Hours	Average Total Hours
Senior Executive Position	916	109.5	1,025.5	10.57
Mid-Level Executive Position	1,145	371.5	1,516.5	8.62
Entry-Level Position	429.5	92.5	522	16.84
General Employee (Indirect Staff)	2,570	1508	4,078	5.62
General Employee (Direct Staff)	2,946	5,628.13	8,574.13	27.31
Total Hours	8,006.5	7,709.63	15,716.13	11.69
Average Hours (Male/Female)	9.97	14.25	-	-

Note 1: Management Position (including deputy): Senior Executive Position includes director level and above, Mid-Level Executive Position includes manager level and assistant manager level, Entry-Level Position includes section chief and team leader.

Note 2: General Employee: Divided into Indirect Staff and Direct Staff based on job nature.

Note 3: Training hours include overseas training, internal and external training.



## ▶ Training Hours and Participants of Various Trainings

Category/Year		2022	2023	2024
New Employee Training	Number of Participants	396	351	149
	Total Hours	1,742.5	1,511	1,016.5
Professional Training	Number of Participants	7,897	8,369	8,755
	Total Hours	8,379	9,490.5	10,433.38
Management Skills Training	Number of Participants	15	33	69
	Total Hours	30	264	300
General Courses Training	Number of Participants	699	596	2,025
	Total Hours	1,199	1,018.5	2,092

## Performance Appraisal

In NEXCOM's management philosophy, performance appraisal is not only a tool for evaluating employee work performance but also a critical way to motivate them for self-improvement and goal achievement. We believe that performance appraisal helps employees identify their growth directions, understand their strengths and weaknesses at work. Through the feedback from performance appraisal results, employees can identify areas for improvement and gain opportunities to further enhance their professional skills and competitiveness. Additionally, the results of the performance appraisal serve as a significant basis for the company's decision-makers in formulating talent training and promotion policies, further encouraging employees to strive for personal growth.

Our performance appraisal system emphasizes principles of fairness and justice to ensure that each employee's efforts receive appropriate recognition and reward. A comprehensive set of performance evaluation standards and processes has been established to provide objective and fair assessments of employees' work performance. These standards cover various aspects, including work outcomes, professional skills, teamwork, and innovation ability, aiming to comprehensively evaluate employees' performance.

Moreover, to ensure the fairness and impartiality of performance appraisals, we regularly review and adjust the evaluation standards and processes. We also encourage employees to provide feedback and suggestions during the evaluation process, ensuring that the evaluation system is continuously improved to better serve the growth and development of employees.

## ▶ 2024 Performance Evaluation

Items	Male			Female			Total		
	Total Employees	Number of Employees Reviewed	Percentage	Total Employees	Number of Employees Reviewed	Percentage	Total Employees	Number of Employees Reviewed	Percentage
Supervisory Positions	221	215	97.29%	58	57	98.28%	279	272	97.49%
Non-Supervisory Positions	474	446	94.09%	414	266	64.25%	888	712	80.18%
Subtotal	803	661	82.32%	541	323	59.70%	1,168	984	84.25%

Note:

1. The number of employees reviewed does not include the chairman, foreign workers and employees who have been employed for less than 3 months; therefore, the proportion does not reach 100%.
2. Employees who participated in performance evaluations one or more times are included in the number of employees reviewed.

## 4.3 Employment Relationship

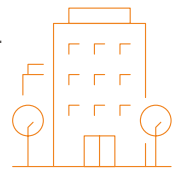
### Human Rights Protection

To fulfill corporate social responsibility and protect the basic human rights of employees and all stakeholders, NEXCOM references to the International Bill of Rights, the International Labor Standards of the International Labour Organization (ILO), and the UN Guiding Principles on Business and Human Rights. Based on these internationally recognized human rights standards, we have formulated our company's human rights policy. This policy embodies our commitment to respect and protect human rights, ensuring that all employees are treated with dignity and respect. We also expect our suppliers and partners to work together with us to implement and uphold the principles outlined in this human rights policy.

NEXCOM follows to the principles of the Responsible Business Alliance (RBA) Code of Conduct, emphasizing the importance of employees and respecting human rights. We strive to create a good workplace environment for non-discrimination of gender, but more open mind and equal. The supplier Self-Assessment Questionnaire (SAQ) has been implemented and managed in 2025. The assessment scope covers labor rights, occupational safety, environmental protection, ethics and management systems. The assessment is expected to be completed in the fourth quarter.

#### Our Commitments

1. Support and respect international human rights within the scope of our corporate influence.
2. Adhere to the labor-related regulations of each operational location worldwide.
3. Eliminate any actions that infringe upon or violate human rights.
4. Actively demonstrate our responsibility to respect and protect human rights.
5. Integrate the principles and spirit of human rights into our corporate values and culture.



### Human Rights Declaration

#### 1. Workplace Health and Safety

Establish a safe and healthy environment, reduce workplace health and safety risks, and aim for zero occupational accidents.

#### 2. Diversity, Inclusion and Equal Opportunities

Promote a new workplace culture of diversity and inclusion, embrace individuals from different backgrounds, respect and preserve each person's differences, and enhance the value brought by individual uniqueness, ultimately achieving workplace equality.

### 3. Non-Discrimination

Uphold the principles of openness and fairness, and do not discriminate based on "race, class, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, astrological sign, blood type or past membership in a labor union."

### 4. Prohibition of Forced Labor

Respect the freedom of individuals to choose their occupation, and do not force or coerce anyone to perform labor against their willingness.

### 5. Prohibition of Child Labor

Safeguard the physical and mental development of children and do not employ child labor.

### 6. Assisting Employees in Maintaining Physical and Mental Health and Work-Life Balance

Create a friendly workplace, care for employees' physical and mental health, provide leisure and travel subsidies, promote employees' well-being, and achieve a balance between work and life.

#### Human Rights Policies and Specific Management Plans

Policies	Specific Management Plans
Workplace Health and Safety	ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Safety and Health Management System) have obtained third-party certification. We actively promote energy saving and carbon reduction, disaster prevention, pollution prevention and other improvement activities, ensuring a safe working environment can be provided.
	In accordance with legal regulations, we provide a safe and healthy working environment by establishing dedicated occupational safety and health unit and committee organization. Regular health examination for employees are conducted, and contracted professional medical personnel provide health services. We regularly conduct related educational training in safety, health, and fire prevention. Necessary preventive measures are taken to prevent occupational accidents and reduce risk factors in the work environment.
	To protect the safety of contractors, we ensure thorough hazard communication and supervision when assigning contracts.
Diversity, Inclusion, and Equal Opportunities	We create a diverse and inclusive workplace by embracing individuals from different backgrounds, respecting and valuing each person's differences. Every member is treated fairly and respectfully, with equal opportunities for learning, resources, fair salary conditions, and career advancement.
Eliminating Unlawful Discrimination	In terms of employment, remuneration and benefits, training opportunities, promotions, dismissal, or retirement, no unfair treatment is given to employees and job seekers based on race, class, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical or mental disabilities, astrological sign, blood type, or any other factors.
Prohibition of Forced Labor	We do not engage in any form of forced labor, including violence, coercion, confinement, or any other illegal methods to compel workers to work. Workers who are unable to work beyond regular working hours due to health or other legitimate reasons will not be forced to work. We do not retain or seize employees' identify documents, deposit books, seals, passports, residence permits or personal properties.
Prohibition of Child Labor	Employment standards comply with the local legal minimum age requirements.
Assisting Employees in Maintaining Physical and Mental Health and Work-Life Balance	We provide venues or sponsors funding to encourage employees to participate in health activities. Employees can form their own clubs, fostering camaraderie through club activities.
	We have set up an aerobics classroom and a fitness gym, equipped with facilities for employees to use during their free time.
	We sponsor funds annually to encourage department leaders and employees to strengthen camaraderie through social gatherings and exchange activities.
	Organize activities such as year-end banquets, movie screenings and employee trips to help employees relax and enhance team cohesion.



## ► Human Rights Risk Management and Mitigation Measures

Issue	Targets of Concern	Objective Management	Management and Risk Mitigation Measures	Effectiveness
Diversity and Inclusion	Employees with Disabilities	Employing the sufficient number of employees with disabilities	Strictly comply with laws and regulations on the protection of rights and interests of individuals with disabilities, ensuring sufficient employment of employees with disabilities	Employed 9 disabled employees, which complied with the regulations
	Indigenous Employees	Protecting the employment rights of indigenous peoples	<ul style="list-style-type: none"> <li>According to the Government Procurement Act, winning contractors must employ indigenous people during the contract period. If the requirement is not met, a fee must be paid to the Employment Fund of the Indigenous Peoples Comprehensive Development Fund</li> <li>Indigenous employees are given leave during annual tribal festivals</li> </ul>	<ul style="list-style-type: none"> <li>Currently employing 3 indigenous peoples. If the standard is not met, a payment is made to the Employment Fund of the Indigenous Peoples Comprehensive Development Fund</li> <li>Indigenous employees are given leave for annual ceremonial activities</li> </ul>
	Foreign Employees	Embracing employees from diverse backgrounds to inspire creativity	Respecting the culture of diversity, equity and inclusion	Employees from different ethnic backgrounds, including 103 from Vietnam, 31 from the Philippines, 2 from Malaysia, 1 from Russia, and 1 from the UK
Gender Equality at Work	Job Applicants or Employees	Eliminate gender discrimination and promote substantial gender equality	<ul style="list-style-type: none"> <li>Recruitment advertisements and images maintain gender neutrality without discriminatory wording</li> <li>Educational, training, or similar activities and benefits without differential treatment based on gender or sexual orientation</li> <li>Equal pay for equal work</li> <li>Work rules and labor contracts must not stipulate or pre-agree that employees shall resign or take unpaid leave due to marriage, pregnancy, childbirth, or childcare, nor use these reasons for dismissal</li> </ul>	<ul style="list-style-type: none"> <li>Five female managers</li> <li>No case of gender discrimination violations in 2024</li> </ul>
Maternity Protection	Female Employees	Ensuring female employees can safely go through pregnancy, childbirth, and breastfeeding	<ul style="list-style-type: none"> <li>Strictly adhere to labor laws, gender equality in work, and maternity health protection regulations for female workers</li> <li>In accordance with legal regulations, provide menstrual leave, prenatal check-up leave, tocolysis leave, maternity leave, and parental leave applications</li> <li>Provide appropriate childcare facilities, establish breastfeeding rooms, and allocate breastfeeding time</li> </ul>	No cases of maternity protection violations in 2024
Employing Child Labor	Job Applicants and New Employees	No employment of child labor	<ul style="list-style-type: none"> <li>Prohibit the employment of individuals under 16</li> <li>Check resume and actual age before recruitment, and verify identity documents when reporting</li> </ul>	No employment of child labor cases in 2024
Forced Labor	All Employees	No use of any involuntary labor	<ul style="list-style-type: none"> <li>Prohibit the use of violence, threats, detention, or other illegal methods to force labor</li> <li>Do not make agreements with employees for minimum service periods</li> <li>Comply with relevant regulations of the Labor Standards Act, disclose recruitment advertisements honestly, do not retain employees' or job seekers' identification documents, nor withhold property or collecting deposits</li> <li>Job transfers must not violate labor contract agreements and should comply with the five principles of legal transfer</li> <li>Foreign Employees foreign employees will no longer be responsible for paying recruitment related fees</li> </ul>	<ul style="list-style-type: none"> <li>No cases of forced labor violations in 2024.</li> <li>Zero Fee Policy for Foreign Employees to be implemented from July 1, 2024.</li> </ul>
Sexual Harassment	Employees or Job Seekers	No cases of sexual harassment	<ul style="list-style-type: none"> <li>Establish sexual harassment prevention measures, complaint and disciplinary methods, and publicly display them in the workplace</li> <li>Form a sexual harassment complaints handling committee to impartially handle related cases</li> <li>Provide a grievance hotline and email for sexual harassment complaints</li> <li>Immediately take effective corrective and remedial actions upon awareness of sexual harassment incidents</li> </ul>	<ul style="list-style-type: none"> <li>Number of 907 participants completed Workplace Sexual Harassment prevention training.</li> <li>No sexual harassment incidents in 2024</li> </ul>

Issue	Targets of Concern	Objective Management	Management and Risk Mitigation Measures	Effectiveness
Workplace Misconduct	All Employees	No incidents of workplace misconduct	<ul style="list-style-type: none"> <li>Establish a "Prevention Plan for Preventing Workplace Misconduct"</li> <li>Publicly declare the company's "written statement on preventing workplace misconduct"</li> <li>Strengthen promotion of hazard prevention education and training</li> <li>Enhance the planning of the working environment</li> <li>Provide necessary protective measures</li> <li>Establish a procedure for reporting and handling workplace misconduct incidents</li> <li>Provide a grievance hotline and email</li> <li>Assist in resettling victims and refer medical personnel for follow-up care</li> </ul>	<ul style="list-style-type: none"> <li>Number of 862 participants completed Workplace Misconduct prevention training.</li> <li>No incidents of workplace misconduct during the execution of duties in 2024.</li> </ul>
Occupational Safety Management	All Employees	Prevent occupational accidents, ensure the safety and health of workers, and create a safe working environment	<ul style="list-style-type: none"> <li>Strictly adhere to laws and regulations related to occupational safety and health</li> <li>Formulate occupational safety management regulations and occupational safety and health management plans</li> <li>Regularly conduct environmental monitoring in the workplace</li> <li>Immediately take necessary emergency and rescue measures in case of occupational accidents</li> <li>Regularly implement safety and health education and training, and promote safety escape knowledge to enhance employees' awareness of hazard identification</li> </ul>	<ul style="list-style-type: none"> <li>The company has obtained third-party verification for ISO 14001 Environmental Management System from TÜV</li> <li>Regularly inspect workplace drinking water, carbon dioxide, lighting, and firefighting equipment</li> <li>Regularly conduct occupational safety and health education and training to enhance employees' hazard recognition awareness</li> </ul>
Employee Health Management	All Employees	Ensure employee health protection	<ul style="list-style-type: none"> <li>Strictly adhere to occupational safety and health related laws and regulations</li> <li>Regularly conduct employee health examinations</li> <li>Contract professional medical personnel to provide health services</li> <li>Analyze and evaluate health examination results, assess job selection and fitness for work, assess high-risk workers, manage individual cases, protect maternal health, and prevent work-related diseases</li> </ul>	<ul style="list-style-type: none"> <li>Completed employee health examinations in April this year</li> <li>The frequency of on-site service by medical personnel complies with legal requirements</li> </ul>
Overtime Work	All Employees	Ensure compliance with normal working hours and extended working hours regulations	<ul style="list-style-type: none"> <li>Properly plan manpower, use temporary staffing or job substitutes when necessary under legal conditions</li> <li>Strictly adhere to labor laws and regulations, clearly stated in the company's work rules and relevant regulations</li> <li>Continuously promote company regulations for normal working hours and extended working hours</li> <li>Through attendance and overtime management systems, accurately recording employees' attendance and overtime, and reminding employees of their off-duty hour and the regulations for extending work hours</li> <li>To prevent overwork, the company formulated a "Prevention Plan for Abnormal Workload-Induced Diseases" properly planned and took necessary safety measures</li> </ul>	<ul style="list-style-type: none"> <li>Extended working hours did not exceed legal limits</li> <li>Extended working hours will provide overtime pay or compensatory time off according to the regulations</li> </ul>
Labor Disputes	All Employees	Strive to promote harmony between labor and management, create good labor-management relationship, and effectively mediate differences of opinion	<ul style="list-style-type: none"> <li>Strictly adhere to labor laws and regulations, clearly stated in the company's work rules and relevant regulations</li> <li>Provide diverse and open communication channels</li> <li>Regularly hold labor-management meetings to communicate effectively with employees and ensure smooth dialogue between labor and management</li> </ul>	<ul style="list-style-type: none"> <li>Held regular labor-management meetings every 3 months</li> <li>Held four labor-management meetings in 2024</li> </ul>

## Zero Fee Policy for Foreign Employees

NEXCOM is committed to upholding the fundamental human rights of employees, adhering to the International Labour Organization (ILO), International Organization for Migration (IOM), various international conventions, and applicable domestic labor laws such as the Labor Standards Act. To safeguard the labor rights of international migrant workers (hereinafter referred to as "migrant workers"), NEXCOM signed the "Employer Pays Principle (EPP) Commitment Statement" in 2024. Starting from July 1, 2024, NEXCOM implemented the zero-fee policy for migrant workers, under which migrant workers are not required to bear any recruitment-related costs, including medical fees, training fees, and agency fees. This policy is expected to significantly improve retention and workforce stability for migrant workers.

The Zero Fee Policy for foreign employees in 2024 will refund a total of 106 foreign employees and NT\$13,076,240.

### ▶ Employment-related expenses in 2024

Foreign recruitment fees	16,429	(USD) ; 13 employees
Domestic agency service fee	1,105,863	(NTD) ; 695 employees
Entry medical examination fee	19,500	(NTD) ; 13 employees
Regular medical examination fees	79,500	(NTD) ; 53 employees
Residence permit extension fee	86,000	(NTD) ; 34 employees
Departure airfare	36,200	(NTD) ; 4 employees

## Labor-Management Communication

NEXCOM places great importance on the communication and cooperation between employees and management, recognizing that a good labor-management relationship is crucial for the company's development. We understand that effective labor-management communication helps employees better understand the company's operational status, market trends, and business goals, while also enabling management to promptly grasp employees' needs and working conditions. This mutual understanding supports the creation of a harmonious workplace and provides robust support for both parties.

NEXCOM strictly abides by labor regulations in all locations, ensuring that personnel management policies comply with local legal requirements. Although we have not signed collective bargaining agreements with other labor unions, to protect the rights and interests of both labor and management, we hold regular quarterly labor-management meetings. During these meetings, we report on the company's operational status and engage in discussions with employees on topics such as labor conditions and benefits, thereby enhancing the relationship between labor and management. Each labor-management meeting includes five representatives from the labor side and five from the management side. The agreements reached in these meetings protect all employees (100%). Furthermore, employees can voice their suggestions or concerns regarding the company through various communication channels, such as labor-management meetings, regular department meetings, the employee grievance hotline, or management review meetings. NEXCOM ensures that feedback from employees is effectively addressed. This transparent mechanism helps build mutual trust between the company and its employees, providing a platform for employees to express their opinions and needs, striving for better working conditions, and ultimately enhancing job satisfaction.



NEXCOM also respects employees' rights to collective bargaining and participation in assemblies. We do not interfere with employees' freedom of association. Additionally, we follow the regulations of relevant authorities regarding employee resignations, layoffs, or retirements, providing advance notice based on the employees' years of service as stipulated by labor law. The notice period is in accordance with labor laws, but if there are special circumstances, actions are taken according to the mutually agreed results of negotiations between the parties. In the event of significant operational changes or alterations in labor condition, we convene labor-management meetings for negotiation and communication, and notify employees according to the advance notice period required by regulatory authorities, ensuring that employees' rights are not affected.

## Remedial Measures for Negative Incidents

If the company faces significant negative impact incidents (such as violations of integrity business, corruption, significant environmental pollution, human rights abuses etc.), NEXCOM will immediately initiate an internal investigation, authorize relevant units to clarify the facts of the incident, determine accountability, and take necessary corrective measures to prevent similar incidents from occurring again. The company will formulate clear corrective actions to address the issues caused by the negative incident, including subsequent internal process improvements, strengthening monitoring mechanism, and revising regulations. Additionally, we will inform all affected stakeholders, such as investors, customers, and employees, of the subsequent handling status to restore trust and maintain the company's reputation.

### Grievance Channels

Grievance Hotline: (02) 8226 -7786 #1105

Employee Grievance Email: [hr@nexcom.com.tw](mailto:hr@nexcom.com.tw)



## 4.4 Workplace Safety

### Occupational Safety and Health Management System

NEXCOM places great importance on employee occupational safety, recognizing that a safe working environment is crucial to the success of both employees and the company. To achieve this, we are dedicated to establishing and continuously improving our occupational safety and health management system to ensure employees are adequately protected and potential safety risks are minimized. In December 2013, we obtained the OHSAS 18001:2007 Occupational Health and Safety Management System certification, which was updated to ISO 45001:2018 in 2019, establishing an Environmental, Safety and Health (ESH) management system. Our occupational safety and health management system undergoes internal audits conducted by qualified personnel annually and external audits by impartial third-party organizations each year. The scope of these audits includes all workers and contractors performing work on-site.

### Occupational Safety and Health Committee Organization

In compliance with occupational safety and health regulations, NEXCOM has established an Occupational Safety and Health Committee that meets once every quarter. Labor representatives constitute 50-57% of the overall committee membership. The committee reviews changes related to both external and internal issues of the occupational safety and health management system, identifies regulations, assesses the achievement of occupational safety and health policies and objectives, and evaluates occupational safety and health performance information, including occupational accidents and workplace environment monitoring. Other workers can directly express their opinions to the supervisors of the responsible departments. Collected issues are discussed and proposed during the committee meetings for consensus. In the event of personnel or equipment accidents, the department heads must provide explanations and propose corrective measures to reflect and improve, preventing recurrence of the issues. Additionally, employees can submit safety and health-related suggestions to occupational safety and health personnel or labor representatives at any time via phone or email, and the relevant personnel will promptly engage in communication and discussion.

### Environmental, Safety and Health Policy

- **Compliance with Regulatory Requirements:** Follow all relevant requirements of environmental, safety and health protection regulations. Perform audit and execution of the environmental, safety and health protection regulations.
- **Continuance to Environmental, safety and health Improvements:** Improve the manufacturing process and reduce environment pollution and safety and health risks in the manufacturing process.
- **Promotion of Health and Safety Awareness:** Strengthen operational management and personnel training in order to prevent occupational injuries and diseases.
- **Use of Environmental-Friendly Materials:** Use ecologically-aware and low-pollution materials so as to reduce impacts to the environment.
- **Resources economizing and reusing:** Make effective use of resources available, prevent wasting of energy or loss of materials, and reduce wastes.
- **Strengthen communication consultation:** Strengthen communication with colleagues and stakeholders, establish channels to convey policies and related information, and give appropriate responses.

## Hazard Identification and Incident Investigation

NEXCOM regularly conducts hazard identification and risk assessment every year. We plan related improvement measures based on the risk levels identified to reduce operational hazards and enhance workplace safety. In 2024, we completed the identification of risks related to physical, chemical, biological, human factors, and psychosocial factors. This primarily involved adjusting various management procedures and operational regulations. For occupational accidents and unexpected incidents, we have comprehensive response measures. According to the company's 【 Incident Investigation Management Procedure 】, incidents are classified and corresponding investigation procedures are initiated. Corrective actions are implemented to prevent the recurrence of similar incidents.

## Response Measures for Significant Hazard Risks

Enhancing personnel awareness of hazard risks, implementing thorough risk assessments, ensuring full participation, and conducting emergency response drills are essential for preventing significant hazard risks. Through annual risk assessments, specific countermeasures for significant risk items or operations are formulated. Quarterly safety and health committee meetings are held, where labor and management jointly review occupational safety and health issues. By identifying potential hazard risks early and making immediate corrections, conducting emergency response drills, and reducing the likelihood of incidents and ensure preparedness in the event of emergencies. This proactive approach fosters a win-win working environment for both labor and management. There are 23 major hazard risks identified in 2024, all of which are controlled according to the management procedures.

## 2024 Management Projects

### (1) Administrator Service Department - Safety Protection Project

**Target:** Replace extension cords throughout the factory to effectively reduce the risks of using extension cords

The current situation of extension cord usage within the company is chaotic, including too many electrical devices used at personal seats. Different loads used in the test areas of the laboratory. Extension cords that have been used for a long time.

#### • Improvement Methods:

1. Conduct usage demand survey and customize extension cords that meet standards.
2. Complete replacement.
3. Regular inspection and maintenance.

#### • Improvement Outcome:

After the extension cord is replaced, the risk of using the extension cord is effectively reduced.



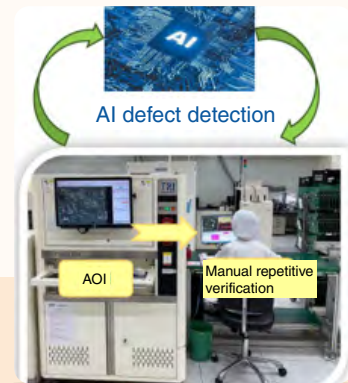
## (2) Assembly Line - Sanmin Factory - Human Factors Engineering Improvement Program

Target: Reduce the visual inspection ratio of SMT AOI operators by 60%

Currently, each line has one inspector, and six lines need six inspectors. It is expected that the introduction of AI-assisted AOI image inspection can reduce the number of repetitive actions of personnel.

### • Improvement Methods:

1. Plan SMT AOI equipment to introduce AI-assisted system judgment to reduce the proportion of visual inspection by personnel.
2. Education and training of operators.
3. Regular maintenance and adjustment.



### • Improvement Outcome:

AI system assists personnel in visual inspection reaching 65%, achieving the goal.

## (3) Manufacturing Hua-Ya Factory - Indoor temperature improvement plan

Target: Reduce the indoor temperature of the machine board factory maintenance area by 10% and improve air convection

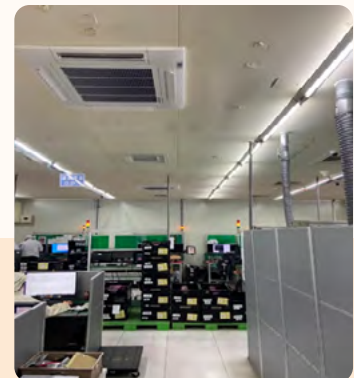
The testing and maintenance area has insufficient air volume because it is far away from the air-conditioning outlet, and the panel generates a lot of heat during testing. The ambient temperature reaches 30 degrees in summer. The employees wearing anti-static clothing that is not air-permeable can sense the feeling temperature exceeding 30 degrees. We will evaluate adding 4 split air conditioners to lower the ambient temperature.

### • Improvement Methods:

1. Plan to install air conditioning equipment to increase rapid air convection.
2. Regularly track temperature changes after improvement.
3. Regular inspection and maintenance.

### • Improvement Outcome:

After confirmation, the room temperature was 30 degrees before the improvement and 25.6 degrees after the improvement. Reduced by 14.7%, target achieved.





Incident investigation

NEXCOM fully recognizes the importance of incident investigation in occupational safety management and regards it as a critical element in enhancing safety levels. Incident investigations not only help identify the root causes of incidents and prevent similar occurrences in the future but also serve as a vital tool for the continuous improvement of our occupational safety management system.

We have established a comprehensive incident investigation process, including incident reporting, investigation, root cause analysis, formulation of corrective actions, as well as monitoring and evaluation. After an accident occurs, we promptly organize a specialized investigation team to conduct an in-depth investigation, identifying the direct, indirect and potential causes of the incident. The findings are then incorporated into future safety campaigns and training materials to prevent similar incidents from happening again.

Occupational Safety and Health Activities

In accordance with the Labor Health Protection Regulations, NEXCOM has contracted medical personnel to conduct regular on-site services and carry out the following activities: health guidance, cardiovascular disease risk classification, adult blood pressure classification, BMI classification, metabolic syndrome, care and confirmation for the population with high risks of hypertension, hyperlipidemia and diabetes. The company has also equipped sufficient first aid kits and emergency equipments for employees' emergency use, with dedicated personnel managing and regularly updating the contents of the first aid kits. All employees at NEXCOM enjoy regular general and specialized health examinations, and the contracted medical personnel develop subsequent health management plans based on the results of these examinations. Furthermore, in compliance with the fundamental principles of occupational safety and health regulations, the company strives to maintain a workplace free from significant occupational accidents, reduce the occurrence of false alarms, and move towards a zero-accident workplace. This includes strengthening health management, using health examinations as a basis to track high-risk groups, maintaining employees' physical and mental health, and creating a healthy workplace environment. The achievements of these efforts are as follows:

1. Internal Environment Assessment and Check: Conduct assessments and checks of the internal operational areas and surrounding environments, identify hazards, and perform risk assessments. Through appropriate job placements and work design checks, as well as safety and health education and training, employees are made aware of the potential hazards in their working environment and the importance of wearing protective equipments to prevent occupational injuries or diseases.
2. On-Site Services by Physicians and Nurses: NEXCOM values the physical and mental health of each employee. Contracted physicians and nurses provide on-site services, offer health care to employees, and implement health promotion plans, continually caring for the employees' physical and mental health, and working towards a sustainable workplace.

▶ 2024 On-Site Service Sessions (2 Hours per Session) and the Number of People Receiving On-Site Health Care

Site	Physician's On-Site Service Frequency	Nurse's On-Site Service Frequency	Number of People Receiving On-site Health Care (Year)
Headquarter	6 sessions / year	6 sessions / month	271
Sanmin Factory	6 sessions / year	6 sessions / month	160
Hua-Ya Factory	6 sessions / year	6 sessions / month	135
Total	18 sessions / year	216 sessions / year	566

- 3. Prevention of Workplace Misconduct:** A statement against workplace misconduct has been announced and is continuously promoted. Any form of misconduct in the workplace is not tolerated, and behavior regulations are enforced, making it a necessary part of employee training to ensure they understand the relevant prevention and protection measures.
- 4. Maternal Health Protection:** During on-site service times, contracted physicians and nurses arrange interviews with pregnant employees and those in the first year of breastfeeding after childbirth to ensure their work arrangements meet maternal protection requirements. Employees are informed of relevant maternal health protection measures, and recommendations for suitable job placements are made in conjunction with occupational safety and health personnel and HR, ensuring the protection of the physical and mental health of pregnant and postpartum employees.
- 5. Prevention of Human Factors Hazards:** The office and laboratory environments may harbor overlooked human factors hazards. During on-site service times, physicians and nurses analyze health examination reports and interview employees at risk of musculoskeletal injuries. Employees fill out the Nordic Musculoskeletal Questionnaire (NMQ) for assessment, understanding the severity of their body pain, and tracking high-risk work patterns for improvements or work adjustments.
- 6. Prevention of Abnormal Workload:** Use relevant questionnaires and scales to assess employees' physical and psychological abnormal states, along with data on the probability of cardiovascular disease over 10 years, risk levels are distinguished to identify high-risk employees. Medical personnel provide health education and counseling to reduce the likelihood of disease onset.
- 7. Implement Annual Health Examinations:** Every year, NEXCOM provides health examinations at company expense, exceeding legal requirements. These annual health examinations help understand employees' physical conditions, identify the root causes of abnormalities, especially cardiovascular disease risk factors, and include high-risk groups (hypertension, hyperlipidemia, hyperglycemia) in on-site health service care groups for continuous management and health guidance.
- 8. Workplace Safety for Middle-aged and Elderly workers:** In order to encourage generational cooperation and passing on of experience, and to build a friendly working environment, and in response to the potential hazards of middle-aged and elderly workers in the workplace, we focus on the prevention of workplace misconduct, human factors hazards, and abnormal workload-induced diseases. For high-risk groups, we conduct risk assessments of their workplaces and personal health. Health management and abnormal item tracking are conducted, ensuring work safety and suitability through the Work Ability Index. With guidance and improvements provided by on-site medical personnel, we ensure the physical and mental health and work safety of middle-aged and elderly workers.
- 9. Ensure Safety in Laboratory and Production Line Work Environments:** Various safety and health hazards lurk in laboratories and production lines, such as soldering, organic solvents, SMT, and cutting machine operations. To reduce occupational injuries and diseases, semi-annual workplace environmental monitoring is conducted, tracking physical and chemical hazards in the working environment to ensure they meet legal permissible exposure limit standards. To minimize the threat of hazard factors, adequate protective equipments are provided to employees working in hazardous environments to ensure their safety and health. The results of the 2024 annual workplace environment monitoring met legal standards.

## Safety and Health Education and Training

NEXCOM's safety and health goals are "compliance with regulatory requirements, continuance to environmental, safety and health improvements, promotion of health and safety awareness, use of environmental-friendly materials, resources economizing and reusing, and strengthen communication consultation." To establish a safety culture and enhance employee safety awareness, the Occupational Safety and Health Office periodically creates safety and health promotion documents, including incident investigations. Additionally, regular internal and external safety and health training related to work, as well as emergency response drills, including fire drills and organic solvent safety protection drills, are conducted. Internal training is provided by professional instructors appointed by the company, while external training is funded by the company, with effectiveness verified through tests, practical exercises, or certification upon completion. Emergency response drills are arranged for relevant personnel to conduct.

### ▶ Occupational Safety Training (External)

Training Category	Sessions	Number of Trainees	Training Hours per Person	Total Training Hours
On-the-job Training for Occupational Safety and Health Affair Managers	3	3	6	18
On-the-job Training for Occupational Safety and Health Manager	3	3	12	36
On-the-job Training for Radiation Protection Personnel	2	5	3	15
On-the-job training for Forklift Operators	2	3	3	9
On-the-job Training for First Responders	8	9	3	27
On-the-job Training for Fire Prevent Manager (Initial training)	1	1	12	12
On-the-job Training for Fire Prevent Manager (Refresher training)	2	2	6	12

### ▶ Occupational Safety Training (Internal)

Training Category	Sessions	Number of Trainees	Average Training Hours	Total Training Hours
Occupational Safety and Health Training for New Employees	26	149	6.82	1,016.5
Hazardous Chemical (Organic Solvent) Education and Training	3	25	1	25
Emergency Response Drill (Fire Drill)	6	103	4	412

### Emergency Response Drills



## ▶ Number of Occupational Injuries

Item	2022	2023	2024
Working Hours	1,700,104	1,710,584	1,639,120
Number of Deaths Resulting from Occupational Hazards	0	0	0
Percentage of Deaths Resulting from Occupational Hazards	0	0	0
Number of Severe Occupational Injuries	0	0	0
Rate of Severe Occupational Injuries	0	0	0
Number of Recorded Occupational Injuries	1	0	0
Rate of Recorded Occupational Injuries	0.58	0	0

Note 1: Total working hours calculation: The total working hours for NEXCOM's Headquarter, Sanmin Factory and Hua-Ya Factory from January to December 2024.

Note 2: When calculating the number and rate of severe occupational injuries, deaths are excluded.

Note 3: When calculating the number and rate of recorded occupational injuries, include deaths caused by occupational injuries and the rate is calculated per million working hours.

Note 4: Severe occupational injuries refer to those where recovery to the pre-injury health state takes more than six months.

Note 5: Only injuries resulting from commuting accidents involving transportation arranged by the company can be counted as occupational injuries; employee commuting to and from work is not included.

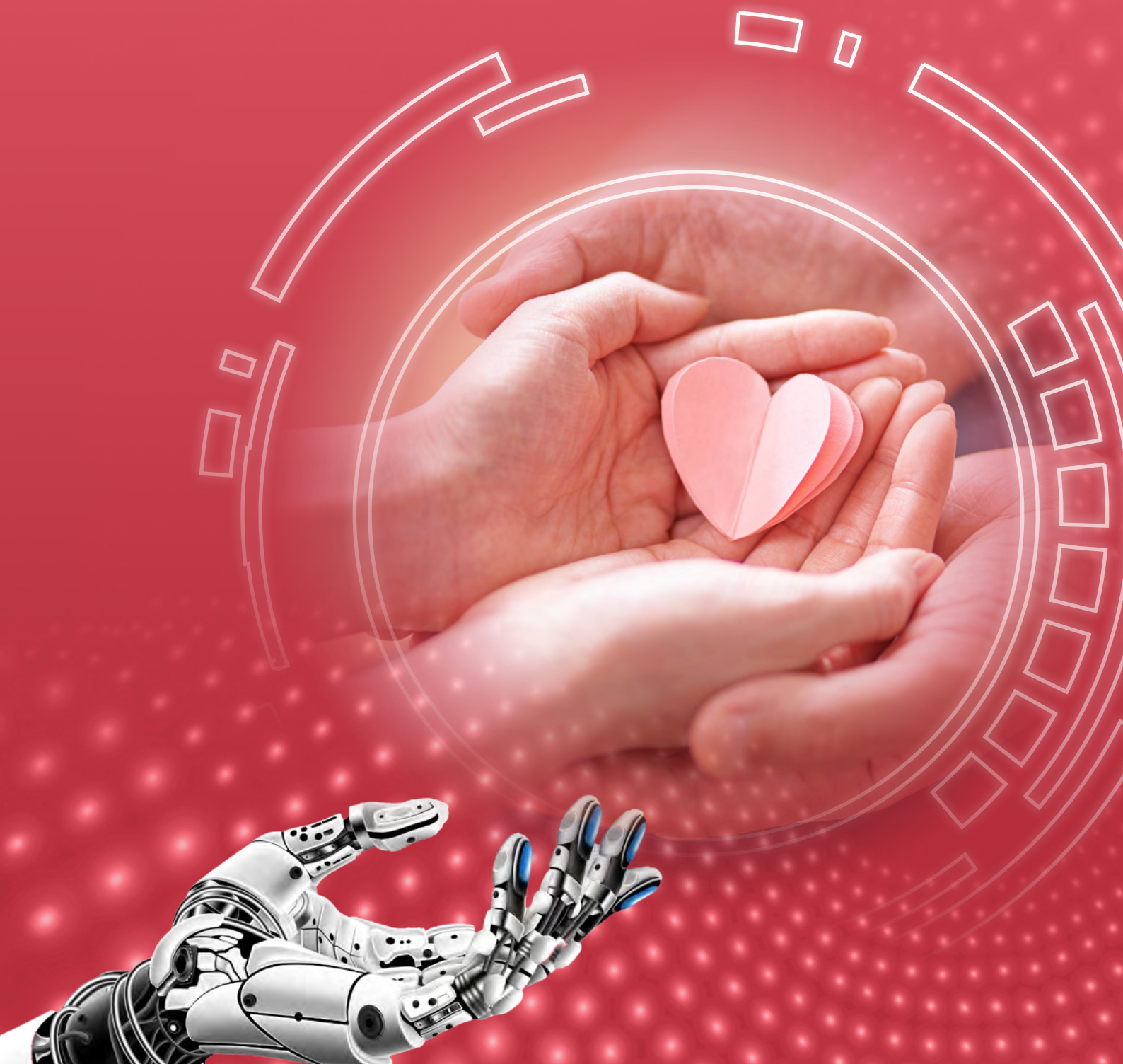
## Contractor Occupational Safety Management

Implementing strict contractor occupational safety management not only helps protect the safety of employees and contractors but also demonstrates the company's commitment to social responsibility. Contractors entering the site must comply with NEXCOM's occupational safety and health management regulations. Before contractors commence work, safety personnel must inform them of potential hazards to ensure they fully understand the risks. Pre-operational safety and health inspections and personal protective equipment must be completed to prevent accidents. The company adopts a tiered management system based on the level of operational risk. For high-risk operations, in addition to the contractor's supervision, the company assigns professional personnel and safety officers to accompany the operation throughout to ensure site safety and prevent accidents. In 2024, NEXCOM completed six contracted construction projects without any occupational accidents involving subcontractors, demonstrating effective safety management.





# 5 Social Welfare



1. Upholding the concept of giving back to society and engaging in public welfare, the third "One Bag of Blood is Irreplaceable" blood donation event was held. The event demonstrated the company's concern for society, enhanced its corporate image, and encouraged colleagues to roll up their sleeves and donate blood. A total of 126 bags of blood were donated in this event. 100 colleagues took the initiative to participate in the event, 5 volunteers participated, and charity vouchers were provided to express gratitude.
2. Through leveraging influence to fulfill corporate social responsibility, we actively promote industry-academia innovation collaboration with the following outcomes:

### **(1) YUAN ZE University's Department of Mechanical Engineering initiated an industry-academia program for intelligent machinery. The period is from 2024/01/15 to 2024/11/30.**

The university provided students with academic theories and knowledge, while the industry partner (NEXCOM) offered practical experience to bridge the gap between academia and industry, and provided job opportunities. This program can be used to observe students' performance and evaluate their professional abilities, which will serve as the basis for future talent selection and recruitment.

- **Three projects were completed and presented:**

- i. Development of a feeding system integrating robotic arms with visual recognition technology.
- ii. Application of a production-like line system where the robotic arms perform tasks such as assembling different types of products, testing, inspecting and sorting based on communication.
- iii. Integration of three different robotic arms into a production-like line system.

- **Scholarships provided:**

NT\$112,500 (15 students participated).

A total of NT\$400,000 was invested (including lecturers, teaching assistants, teaching materials (54 hours of courses), materials, equipment usage fees, venue rental, transportation fares, travel and other administrative expenses).





## (2) NTUST University's Department of Industrial Management launched an intelligent machinery industry-academia program. The period is from 2024/01/15 to 2024/11/30.

NEXCOM guided students with practical experience, case analysis, and project presentations. Competitions were held to encourage creativity, allowing students to build projects from scratch. Whether designing robots or various automation system, students applied interdisciplinary technical skills in software programming, mechanical circuits, and image processing to enhance practical skills and align with industry needs. Under the planning and execution of this project, they will gradually be led to learn and become familiar with the operation of robotic arms, the specific applications of image recognition and remote control of unmanned guided vehicles, and the practical application of machine networking. In addition, students' outstanding performance in the special topics will not only be recognized by the company, but will also be evaluated and the top three best performers will be selected and awarded corporate scholarships to further motivate students to pursue excellence and progress.

### • Three projects were completed and presented:

- i. Development of a control system for robotic arm grasping.
- ii. Development of a tracking and positioning system for intelligent transport robots.
- iii. Collaborative work applications of IoT and robots in production-like line systems.

### • Scholarships provided:

NT\$112,500 (12 students participated).

A total of NT\$400,000 was invested (including lecturers, teaching assistants, teaching materials (54 hours of courses), materials, equipment usage fees, venue rental, transportation fares, travel and other administrative expenses).

## Blood Donation Event



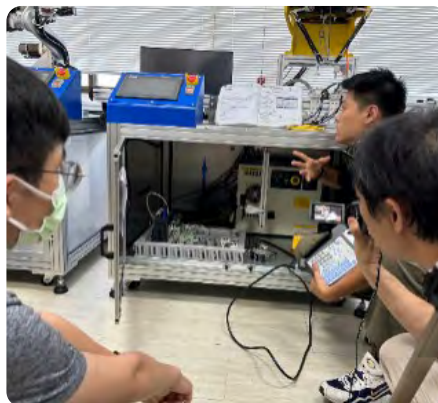




## ▶ Intelligent Machinery Industry-Academic Promotion Talent Training Program



▲ Teachers give guidance and teaching



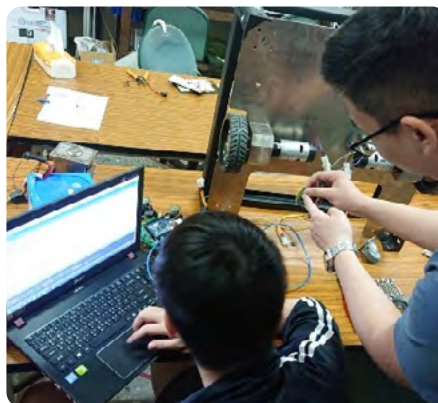
▲ Introduction to the control box



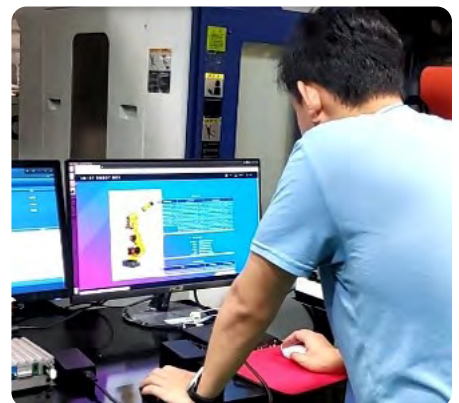
▲ Program control processing



▲ Implemented an AGV project



▲ Programming of transport robots



▲ Implementation of Industrial Internet of Things (IIoT) applications