

Employee welfare

1. The Company runs a staff cafeteria catered by professional cooks to provide employees with healthy, nutritional, and delicious lunch options.
2. The Company provides employees with Labor Insurance and National Health Insurance coverage as required by law. Apart from the statutory insurance policies, the Company also offers group insurance coverage for life, accident and hospitalization, and allows employees' spouses, underage children, and parents to be included in group accident and hospitalization coverage.
3. The Company's retirement policy has been established in accordance with the Labor Standards Act, which requires that the Company make monthly pension contributions into employees' personal accounts held under the Labor Pension Supervisory Committee. The Labor Pension Act went into effect beginning July 1, 2005 and prescribes the following rules:
 - (1) All employees who begin their employment on or after July 1, 2005, shall be subject to the Labor Pension Act.
 - (2) Employees who began their employment before July 1, 2005 (exclusive) may choose to elect the Labor Pension Act or the Labor Standards Act for their pension system. This selection must be made within five years from July 1, 2005, otherwise the Labor Standards Act becomes the default the pension system.
4. The Company places great emphasis on employees' work-life balance. It offers annual leave packages that are superior to what is required in Labor Standards Act, and prepares regular reports to help line managers understand the leaves taken by their subordinates.
5. The Company values employees' physical health, which is why it offers one subsidized health check every two years for employees below the age of 40, and one subsidized health check every year for employees aged 40 and above. The Company also allows employees to take a paid leave of absence to undergo health checks.
6. The Company organizes health seminars to promote employees' knowledge of health-related topics such as food safety, cancer prevention, weight control, and maintaining a healthy digestive system.
7. The Company has assembled an Employee Welfare Committee to provide following benefits, subject to budget availability:
 - (1) Holiday bonuses and gifts
 - (2) Wedding, funeral and birth subsidies
 - (3) Scholarship for employees' children
 - (4) Employee tour subsidies
 - (5) Birthday gift
 - (6) Injury/illness remedies
 - (7) Club event subsidies
 - (8) Film screening
 - (9) Employee Family day
 - (10) Shopping discounts