

6 Inclusive Workplace

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6.1 Employee Overview

Human resources

As of the end of 2023, Simplo employs a global workforce of 5,722 full-time employees with no part-time, temporary, or non-hours guaranteed employees. Among them, 39% of the employees are female, and 61% are male. Approximately 93% of the main human resources are distributed in China's major operational sites. In 2023, the proportion of women in supervisory positions was 29%, an increase of 2% compared to 2022.

Gender	Male						Female						Total
	Indefinite contract			Fixed-term contract			Indefinite contract			Fixed-term contract			
	Under 30	Between 30-50	Over 51	Under 30	Between 30-50	Over 51	Under 30	Between 30-50	Over 51	Under 30	Between 30-50	Over 51	
Simplo (Taiwan)	44	160	36	0	0	0	32	91	24	0	0	0	387
Simplo (Chongqing)	40	140	7	754	400	4	21	108	1	417	370	1	2,263
Simplo (Changshu) & Huapu	0	0	0	807	1,079	25	0	0	0	412	745	4	3,072
Total	84	300	43	1,561	1,479	29	53	199	25	829	1,115	5	5,722

Note :

1. Based on active employees at the end of 2023, without any assumptions about the data.
2. Simplo (Taiwan) are all permanent employees with indefinite contracts. For the first time in China, the principal employees are on fixed-term contracts, and the subsequent contracts are indefinite contracts.

Executive / Non- executive in 2023

Category	Executive		Non- executive		Total
	Male	Female	Male	Female	
Simplo (Taiwan)	89	34	151	113	387
Simplo (Chongqing)	39	13	1,306	905	2,263
Simplo (Changshu) & Huapu	108	49	1,803	1,112	3,072
Total	236	96	3,260	2,130	5,722
%	71%	29%	60%	40%	-

Note: Executive refers to assistant managers (including) and above, excluding non- executive such as senior engineers.



Diverse employment

New recruitment rate in 2023														
Age/ Gender	Under 30				Between 30-50				Over 51				Total	
	Male		Female		Male		Female		Male		Female			
Site	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Simplo (Taiwan)	10	23%	9	28%	11	7%	3	3%	0	0%	0	0%	33	10%
Simplo (Chongqing)	342	43%	240	55%	115	21%	98	21%	0	0%	1	50%	796	35%
Simplo (Changshu) &Huapu	671	81%	416	98%	483	46%	535	73%	2	8%	0	0%	2,107	69%

- Note :
1. The new recruitment rate of male (female) employees in the age group at each site = the number of new male (female) employees in the age group at each site in 2023/the total number of male (female) employees in the age group at each site at the end of 2023, including employees who have been suspended without pay or have applied for reinstatement.
 2. The calculation is based on the full-time employees at each site.
 3. The factory in China considers the employee turnover rate, so the table excludes employees who resign within four months.

Turnover rate in 2023														
Age/ Gender	Under 30				Between 30-50				Over 51				Total	
	Male		Female		Male		Female		Male		Female			
Site	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Simplo (Taiwan)	13	30%	6	19%	26	16%	7	8%	4	11%	1	4%	57	8%
Simplo (Chongqing)	295	37%	217	50%	94	17%	108	23%	1	9%	0	0%	715	32%
Simplo (Changshu) &Huapu	1,058	85%	582	46%	668	37%	578	32%	1	4%	0	0%	2,887	94%

- Note :
1. The turnover rate of male (female) employees in the age group at each site = the number of male (female) employees in the age group at each site in 2023/the total number of male (female) employees in the age group at each site at the end of 2023.
 2. The factory in China considers the employee turnover rate, so the table excludes employees who resign within four months.
 3. Turnover employees include those who left the company voluntarily or due to dismissal or retirement.
 4. The calculation is based on the full-time employees at each site.



Simplo adopts a policy of non-discrimination in the recruitment of talents and abides by laws and regulations. When hiring employees, they will not be based on race, social status, nationality, class, language, ideology, religion, party affiliation, place of origin, gender, marital status, sexual orientation, discrimination due to appearance, facial features, disability or former trade union membership, and one of the executives is a minority.

Minority employees														
Age/ Gender	Under 30				Between 30-50				Over 51				Total	
	Male		Female		Male		Female		Male		Female			
Site	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Simplo (Taiwan)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Simplo (Chongqing)	82	10%	40	9%	20	4%	27	6%	0	0%	0	0%	169	7%
Simplo (Changshu) &Huapu	92	11%	52	12%	98	9%	40	5%	0	0%	0	0%	282	9%
Total	174	11%	92	10%	118	7%	67	5%	0	0%	0	0%	451	8%

Disabled employees														
Age/ Gender	Under 30				Between 30-50				Over 51				Total	
	Male		Female		Male		Female		Male		Female			
Site	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Simplo (Taiwan)	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	1	0%
Simplo (Chongqing)	33	4%	24	5%	37	7%	16	3%	1	9%	0	0%	111	5%
Simplo (Changshu) &Huapu	3	0%	0	0%	4	0%	2	0%	0	0%	0	0%	9	0%
Total	36	2%	24	3%	41	2%	18	1%	1	1%	1	3%	121	2%

Note :

1. Male (Female) gender of minority employees in the age group at each site = Male (Female) gender number of minority employees in the age group at each site/total number of GenderAge group in each site at the end of the year.
2. Male (Female) sex of employees with disabilities in the age group at each site = Male (Female) sex number of employees with disabilities in the age group at each site / Total number of gender age groups at each site at the end of the year.
3. Minorities employees: Mainly the minorities known locally at each site.
4. Employees with disabilities: Simplo (Taiwan) refers to employees with disabilities, Simplo (Chongqing) and Simplo (Changshu) & Huapu refer to employees with disabilities.
5. Employees with disabilities in Taiwan whose Number is insufficient shall pay the difference subsidy on a monthly basis.
6. The above information is calculated by the human resources system based on the employees in service on December 31, 2023, without any data assumptions.

◎ Number of non-workers in 2023

Site	Outsourced worker	Temporary worker	Contractor	Total
Simplo (Taiwan)	19	0	48	0
Simplo (Chongqing)	67	0	0	67
Simplo (Changshu) &Huapu	134	441	1,203	1,778

Note: Outsourced workers refer to security, cleaning and catering staff; dispatched workers refer to Temporary worker employees in proofing rooms or DQA and other units; the number of contractors refers to the number of people entering contract cases for project needs.

Quality employee remuneration

Simplo Technology's salary policy adheres to the principle of equal pay for equal work, ensuring that the salaries of new employees are higher than the local minimum wage and avoiding differences due to region or gender. The company evaluates salaries based on the internal salary structure corresponding to the job grade, as well as factors such as education, experience, and professional ability, in order to avoid gender discrimination.

Well-established welfare system

Provide a comprehensive welfare system and a good working environment to promote the career development and life balance of employees. The Employee Welfare Committee regularly handles various welfare measures and plans annual welfare activities to create a friendly working atmosphere, allowing employees to achieve a healthy balance between work and life.

◎ Welfare measures

- ✔ Employee travel allowance
- ✔ Scholarship for children
- ✔ Gift vouchers for three major festivals and the International Worker's Day
- ✔ Complimentary lunch/dinner provided
- ✔ Employee family day
- ✔ Early childhood education allowance
- ✔ Employee group insurance
- ✔ Gym/Aerobics classroom/ Comprehensive stadium

Rich employee activities



New Green Innovation Sparks Sustainability

To promote the concept of environmental sustainability, the Sustainability Office organized a fundraising event for environmental protection and carbon reduction to collect innovative ideas from colleagues of the Company for reducing the Company's 3Rs (carbon reduction, water reduction, and waste reduction), collecting a total of 48 creative proposals. To expand the promotional benefits, a checkpoint activity was designed, incorporating the results of the carbon reduction proposal collection into the event. Through engaging interactive segments, the promotional goal was achieved, attracting over 100 colleagues to participate.



Happy Mid-Autumn Festival Party

The Mid-Autumn Festival party was held in September 2023. This year's theme was "Simple Mobilization", which attracted a total of 317 employees and their families to participate. The event venue was prepared with a variety of games suitable for the whole family to enjoy together. Additionally, over 30 food stalls were available, allowing participants to replenish their energy with delicious food while participating in entertainment activities. The evening culminated in an exciting raffle with generous prizes, bringing the event to a climax. All employees participated enthusiastically and left with joyful memories.



Employee family day

The Welfare Committee carefully plans one-day trip itineraries, arranging for employees to enjoy gourmet feasts and cultural trips on weekends, providing a therapeutic and relaxing break from work. We provided a diverse itinerary for the Employee Family Day in 2023 for employees to choose their favorite itineraries. A total of 194 colleagues signed up to participate.



Harmonious labor relations

Robust pension system

Parental leave

6.2 Human Rights Management

◎ Parental leave statistics of Simplo (Taiwan) in the past three years

Year	2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave (A)	8	7	15	7	3	10	10	8	18
Actual number of applicants for parental leave in the year (B)	0	1	1	0	2	2	0	0	0
Number of employees who should be reinstated after parental leave in the year (C)	0	0	0	0	3	3	0	0	0
Actual number of people reinstated after parental leave in the year (D)	0	0	0	0	3	3	0	0	0
Actual number of employees reinstated after parental leave in the previous year (E)	0	0	0	0	0	0	0	3	0
Number of employees who have continued to work for one year after reinstatement after parental leave in the previous year (F)	0	0	0	0	0	0	0	3	3
Reinstatement rate of parental leave in the current year (D/C)	NA	NA	NA	NA	100%	100%	NA	NA	NA
Retention rate for reinstatement after parental leave in the current year (F/E)	NA	NA	NA	NA	NA	NA	NA	100%	100%

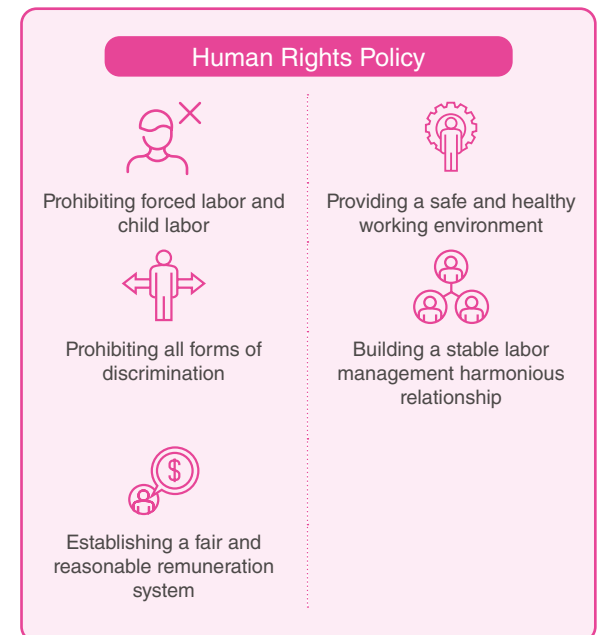
Note :

1. Eligibility for unpaid parental leave is defined as employees who have applied for maternity leave or paternity leave in the past three years.
2. There is no statutory maternity leave in factories in China, and the above form only displays Simplo (Taiwan) maternity leave information.



Human rights policy

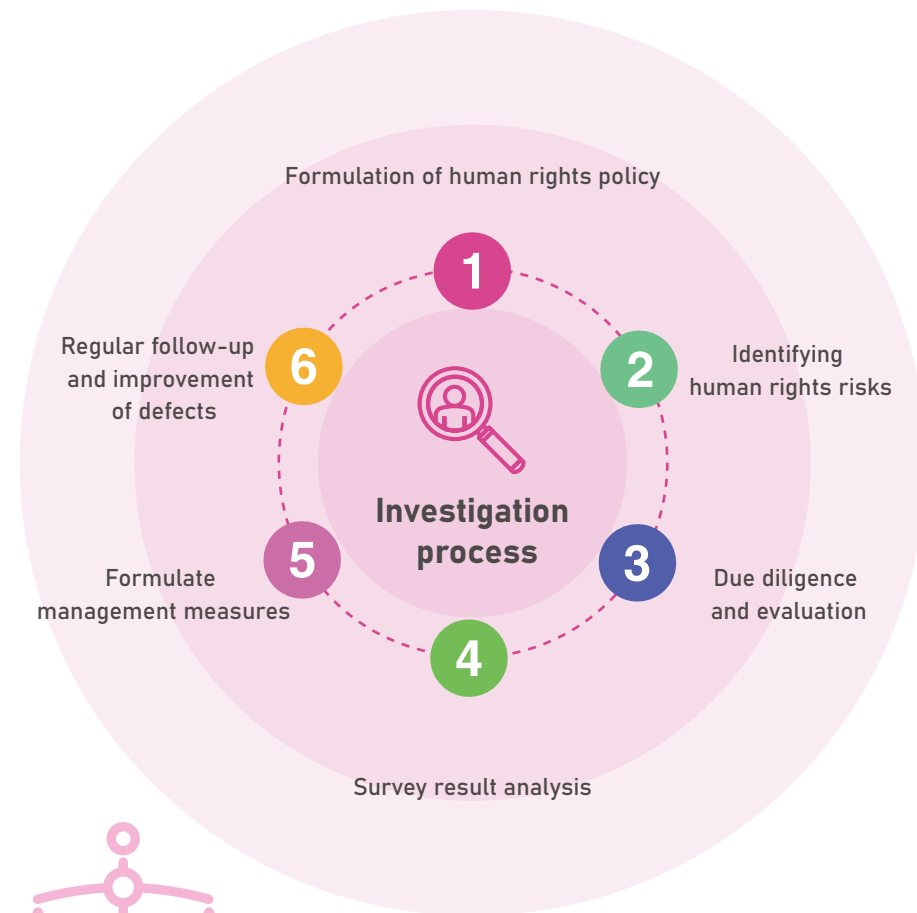
Simplo supports and complies with the principles and spirits of related international regulations such as the "Universal Declaration of Human Rights," the "United Nations Global Compact," the International Labor Organization Tripartite Declaration of Principles," the "Responsible Business Alliance Code of Conduct," and the "OECD Guidelines for Multinational Enterprises," as well as the local laws and regulations of various countries. Simplo has established the "Human Right Policy Statement of Simplo Co., Ltd. and Group Affiliates" for common compliance, in order to eliminate any violation and infringement of human rights, so that the rights and interests of stakeholders are protected.





Human rights due diligence

Simplo Group has formulated the human rights policy and conducted due diligence on human rights at the operational sites and subsidiaries through questionnaires. Formulate improvement plans and preventive measures by reviewing the status of human rights management and assessing risk factors.



Simplo Group considered the characteristics of its own industry, and referred to the GRI Standards, RBA, the United Nations Global Compact, and ISO 26000 to design surveys. These surveys help identify human rights risks, categorizing issues into labor, occupational health and safety, environment, and ethical categories, totaling 17 issues.

Labor	Occupational and safety	Environment	Ethics
<ul style="list-style-type: none"> • Human trafficking • Compulsory or forced labor • Child Labor • Working hours • Salary and Benefits • Diversity 	<ul style="list-style-type: none"> • Health and safety • Emergency preparedness • Occupational injuries and occupational diseases • Machine safety protection 	<ul style="list-style-type: none"> • Pollution control and waste management • Climate change mitigation and adaptation 	<ul style="list-style-type: none"> • Anti-corruption • Identity protection and protection against retaliation • Personal data and privacy protection • Value chain engagement • Responsible mineral procurement

Through the questionnaire, ratings from 1 to 5 points are given according to the actual "probability" and "severity" to assess the potential impact.

◎ Probability



◎ **Severity**

Level	Level of classification	Description
1	Very slight	No violation of local laws and regulations and no negative impact on stakeholders (government, employees, customers, suppliers, shareholders/investment institutions)
2	Minor	No violation of local laws and regulations, but may cause impact on certain stakeholders (2 or more categories)
3	Medium	No violation of local laws and regulations, but impacts the majority of stakeholders (3 or more categories)
4	Major	Violation of local laws and regulations, affecting the majority of stakeholder groups (4 or more categories)
5	Very severe	Violation of local laws and regulations, affecting all stakeholder groups

Assessment results and countermeasures

The assessment is conducted by each plant's management department based on current conditions, including customer requirements, RBA VAP results, labor-related regulations, and Ethical Corporate Management principles. The assessment results indicate that "working hours" is identified as a high-risk issue, while other issues are considered low-risk.

To mitigate these issues, measures include regularly reviewing employee attendance, enhancing working hours management mechanisms, setting up overtime alerts in the attendance and overtime management system, and continually promoting adherence to regulations regarding working hours.

Simplo Technology reports the results of human rights due diligence to management, diverse mitigation and remedial measure for effective control, evaluates the effectiveness of corrections made, and implements human rights management mechanisms effectively.



Risk assessment and management for human rights

Simplo Technology has been a member of the Responsible Business Alliance (RBA) since 2021, committed to complying with the RBA Code of Conduct. Simplo Technology fills out the RBA Self-Assessment Questionnaire (SAQ) every year to identify the risks related to labor, health and safety, environment, ethical codes and management system in operations.

In addition, in response to customer demands, Simplo Technology conducts third-party certification agency audits by following the RBA Validated Audit Process (VAP) to identify the implementation of sustainable management in each plant regarding the environmental and social aspects, including the implementation of management mechanisms and the performance thereof. The audits serve as a basis for subsequent improvements.

To enable employees to understand the Responsible Business Alliance, online courses are recorded to train employees with tests (passing score ≥ 80 points, the course can only be included in the personal learning record after passing). Simplo Taiwan, Simplo Chongqing, Simplo Changshu (including Huapu), had a total of 7,089 participants, and the passage rate (80 points or higher) of the course was 100%.

◎ **2023 Human rights review**

Operating bases	Number of audits	Audit form	Audit results
Simplo Chongqing	Customer audit: 1 time Internal audit: 2 times	On-site & remote On-site	Passed, no major defects Passed, no major defects
Simplo Changshu (including Huapu)	Customer audit: 6 times Internal audit: 1 time	On-site & remote On-site	Passed, no major defects Passed, no major defects

Human rights education and training

Simplo Technology has established a human rights policy. Related information are promoted to employees throughout the Company via pre-employment training for new recruits, and e-learning online courses for legal compliance. In 2023, Simplo Chongqing and Simplo Changshu (including Huapu) conducted human rights training through employee ethics courses. The total number of participants was 46,679, with a participation rate of 99.9%. Some employees who joined at the end of December attended training in early January of the following year, while others who were stationed abroad for extended periods did not receive training. The plant zones did not experience any incidents of discrimination, child labor, forced labor, or other human rights violations.



6.3 Safety and Health

Safety and health management system

Simplo Technology's main operational sites have all been certified to ISO 45001:2018 by third-party verification. The Company maintains a long-term goal of "zero health and safety incidents", continually ensuring and developing a safe and comfortable workplace environment. The OHS management system, including internal and external audits, covers both employees and non-employees, with a comprehensive coverage rate of 100%.

Site	ISO 45001 OSH Management Systems
Simplo (Taiwan)	2025/08/12
Simplo (Chongqing)	2025/04/05
Simplo (Changshu)	2025/03/19
Huapu	2024/12/09

Note: There are worker representative conferences in both Simplo Chongqing and Changshu.

Occupational safety and health management

Simplo (Taiwan) has established the "Occupational Safety and Health Committee". It is responsible for planning, supervising and promoting occupational safety and health related business. The top manager of the factory serves as the chairman of the committee. In compliance with local regulations, it is composed of designated occupational safety and health managers, department heads, dedicated nurses and labor representatives. The committee convenes quarterly and reviews performance through the occupational safety and health management system to continuously improve.

Simplo (Chongqing) has a "Production Safety Committee", which is composed of the general manager, department heads and safety officers. It meets every two months. It also has an "Employee Representative Conference" which meets once a year, including labor representatives. % accounts for 39%. Simplo (Changshu) also has a "Production Safety Committee" that holds weekly meetings with first-level supervisors to discuss occupational safety and health issues, in which labor representatives account for 19%.

Occupational safety and health management organization

Site	Organization	Number of member	Number of labor representatives	Labor representation ratio	Meeting frequency
Simplo (Taiwan)	Occupational Safety and Health Committee	28	13	46%	Quarterly
Simplo (Chongqing)	worker representative conferences	176	69	39%	Quarterly
Simplo (Changshu) &Huapu	Production Safety Committee	49	9	19%	weekly

Hazard identification and risk assessment

Incident prevention, investigation and reporting

Occupational disasters statistics



Occupational disaster in 2023

Site	Fatalities as a result of work-related injury	High-consequence work-related injuries	Recordable work-related injuries
Simplo (Taiwan)	0	0	0
Simplo (Chongqing)	0	0	21
Simplo (Changshu) &Huapu	0	0	9

Note: High-consequence work-related injuries means work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.



OSH performance in 2023 - Employee

Site	Total working hours		Rate of fatalities as a result of work-related injury		Rate of high-consequence workrelated injuries		Rate of recordable work-related injuries	
	Male	Female	Male	Female	Male	Female	Male	Female
Simplo (Taiwan)	487,552	286,280	0	0	0	0	0	0
Simplo (Chongqing)	3,346,063	2,438,601	0	0	0	0	4.48	2.46
Simplo (Changshu) &Huapu	6,076,911	3,602,212	0	0	0	0	8.5	2.99

OSH performance in 2023 - Non-employee worker

Site	Total working hours		Rate of fatalities as a result of work-related injury		Rate of high-consequence work-related injuries		Rate of recordable work-related injuries	
	Male	Female	Male	Female	Male	Female	Male	Female
Simplo (Taiwan)	3,968	5,952	0	0	0	0	0	0
Simplo (Chongqing)	72,128	92,384	0	0	0	0	0	0
Simplo (Changshu) &Huapu	941,508	334,060	0	0	0	0	0	0

Note :

1. The total working hours of employees and non-employees in Taiwan are based on the statutory filing data of each plant. Working hours of employees in Simplo Chongqing and Changshu are the system data; the working hours of non-employees are mainly provided by suppliers.
2. Rate of fatalities as a result of work-related injury = number of fatalities as a result of work-related injury / total working hours * 1,000,000.
3. Rate of high-consequence work-related injuries = number of high-consequence work-related injuries (excluding fatalities) / total working hours * 1,000,000.
4. High-consequence work-related injuries means work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
5. Rate of recordable workrelated injuries = Number of recordable work-related injuries (including fatalities as a result of work-related injury and high-consequence work-related injuries) / total working hours * 1,000,000.



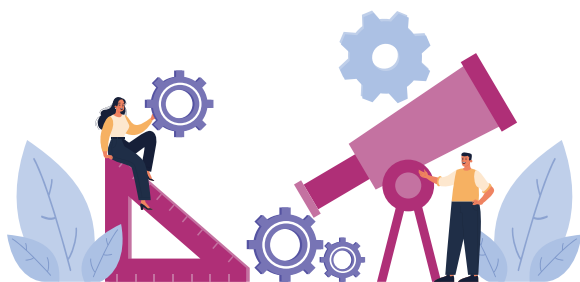
◎ Types of occupational injuries in 2023

Site	Mechanical damage (pinching, fracturing, crushing)	Blunt force (smashing)	Fall from height (falling)	Others (falling, bruising, kicking, spraining)	Total
Simplo (Taiwan)	0	0	0	0	0
Simplo (Chongqing)	3	1	0	17	21
Simplo (Changshu) &Huapu	6	0	0	3	9
Total	9	1	0	20	30
%%	30	3	0	67	100

Accident correction actions

After an employee accident at Simplo Chongqing, the accident unit is required to complete an investigation within 48 hours and fill out an "employee injury accident report". This report includes accident description, reasons for the accident, responsible personnel, corrective actions, completion time, summary of events, etc. During the industrial safety meeting, supervisors vote to assess the effectiveness and feasibility of the corrective actions, Improvements are approved and closed upon feasibility.

Simplo (Changshu) has improved equipment to achieve inherent safety against mechanical injuries, conducted warning and training for personnel regarding object impact (injuries), and enhanced procedural documents and SOPs to ensure compliance with actual conditions.



Safety and health education and training

Simplo complies with the local laws and internal management measures of each operating site, continuously implements occupational safety and health education and training, establishes comprehensive employee safety training strategies, and provides employees with the safety and health education and training required for work and disaster prevention.

◎ OSH training courses in 2023

Site	Total trainees	Total hours
Simplo (Taiwan)	845	3,480
Simplo (Chongqing)	33,573	153,073
Simplo (Changshu) &Huapu	13,637	13770
Total	48,055	170,323

◎ Training items for professional certification in each plant area

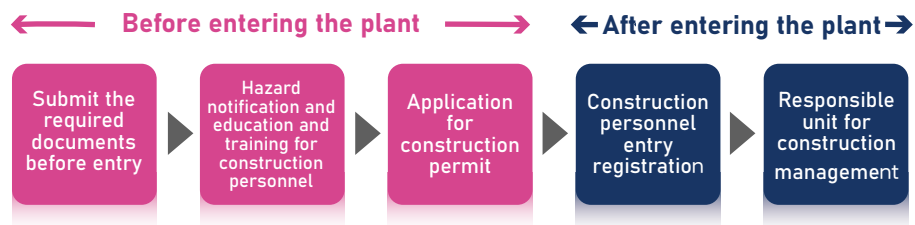
Site	Professional certification training items
Simplo (Taiwan)	Occupational safety and health operations supervisors, occupational safety and health management specialists, organic solvent operations supervisors, occupational safety and health management personnel, first aid personnel, forklift operators with a load of more than one metric ton, labor health service nurses, radiation safety training, fire management personnel, and crane operators engaged in lifting operations.
Simplo (Chongqing)	First aid personnel, forklift operators, electricians, pressure vessel operators, chemical safety operators, chemical management personnel, fire safety facility operators, safety management personnel, occupational health and safety personnel.
Simplo (Changshu) &Huapu	Safety production management personnel, occupational health management personnel, radiation equipment operators, high and low voltage electrician operators, elevator management personnel, special equipment management personnel, forklift drivers, chemical management personnel, and fire room control system operators.

◎ OSH education system

1. New recruits : General education on occupational safety and health before entering the workplace.
2. On-the-job employee safety and health training : Strengthen training and publicize relevant occupational safety and health education.
3. Management system training : Implement the management system cycle (PDCA) through training programs to build a complete and systematic occupational safety and health management system.

Contractor management

Simplo Technology has established contractor management procedures for contractors entering the plant zones. In addition to complying with local regulations at each operational site, contractors must apply for entry before entering the plant zones. They are required to undergo hazard notification and education and training. Entry into the plant zones is granted only after obtaining construction permits. After entering the plant, contractors must abide by the Safety and Health Work Regulations of Simplo Technology's contractors and related regulations.



Employee health care

Simplo Technology promotes a comprehensive health care program and hires dedicated nurses to be responsible for the implementation of health promotion-related businesses, including health care, employee assistance, health promotion, and occupational disease warning. They exceed legal requirements by offering annual free health checkups for employees, regular first aid training, and facilities including lactation rooms, medical rooms, and AED installations on site. Simplo (Taiwan) invites contracted medical personnel monthly to provide free health counseling at the plant, totaling 139 sessions from 2020 to 2023, enhancing employee health care.

◎ Healthcare services

1. Health checkup: Physical examination for new employees, annual health checkup for general employees, and health checkup for special operations. The special health checkup items include ionizing radiation, n-hexane, noise, dust, forklift truck driving, ionizing radiation, and other chemically harmful factors.
2. Health promotion: Health lectures, physical fitness competitions, sports environment, and promotion of sports clubs.
3. Health management: Tracking of abnormalities in the health checkup report, care for medium and high-risk individuals, maternity protection plan, and on-site medical consultation services.
4. In the health column of the infirmary, regular features on health convenience stations are published, providing employees with information on health management. In 2023, a total of 8 special features were published.

◎ Number of health examination (2023)

Site	General health examination	Special health examination
Simplo (Taiwan)	363	11
Simplo (Chongqing)	463	774
Simplo (Changshu) & Huapu	1,150	1,574
Total	1,976	2,359

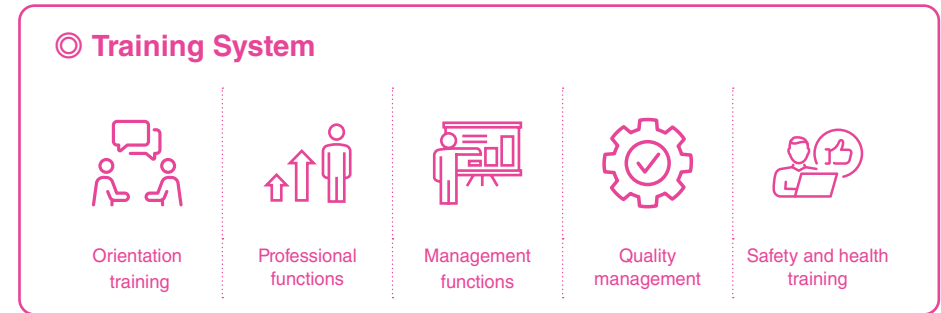


6.4 Talent and Education

Learning and development

Simple Technology enhances employee sustainable competitiveness by providing comprehensive learning opportunities through various channels such as internal and external training, an online language learning platform, job rotations, and overseas study programs. We have established a robust learning system and offers abundant resources to support continuous employee development. The company continues to identify and cultivate key talent, while consistently enriching and diversifying training programs. We expected that the overall annual training budget will increase by 25% in the short-term (within 3 years), 50% in the mid-term (within 5 years), and 100% in the long-term (within 10 years). This ensures continuous learning for colleagues, fostering their growth alongside the Company.

Each year, we conduct PDCA evaluations to assess the effectiveness of talent development and training management. This approach aims to foster growth for both the Company and employees, embodying the business philosophy of creating a win-win situation.



Education and training in 2023

Site	Simple (Taiwan)				Simple (Chongqing)				Simple (Changshu) &Huapu				Total	
	Executive		Non- executive		Executive		Non- executive		Executive		Non- executive		Executive	Non- executive
Category	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Number of employees	53	20	133	77	39	13	1,306	905	108	48	2,119	1,237	281	5,777
Training hours	520	242	1,789	876	998	447	52,312	37,555	2,543	1,228	33,351	16,094	5,977	141,975
Average training hours	9.81	12.10	13.45	11.37	25.58	34.38	40.06	41.50	23.5	25.6	15.7	13.0	21.27	24.58

Note :

1. The data includes full-time employees, and excludes non-workers.
2. Average training hours = total training hours of male (female) employees by job at each site / total number of male (female) employees by job at each site at the end of year.
3. Executive refers to assistant managers (including) and above, excluding non- executive such as senior engineers.

Performance appraisal

Simple is committed to establishing a forward-looking performance appraisal and remuneration system. Performance appraisal is conducted across the aspects of work performance, attendance status, competency and development potential, and teamwork. All permanent employees in Simple (Taiwan), Simple (Chongqing), Simple (Changshu) & Huapu are entitled to participate in performance appraisal. Simple (Taiwan) \ Simple (Chongqing). Employees who have been employed for less than three months, Simple (Changshu) & Huapu colleagues stationed in Taiwan, and employees who have been employed for less than six months will not be subject to performance appraisals. Other employees will be subject to performance appraisals in accordance with regulations.

Site	Male	Female	Reason for being excluded from the appraisal
Simple (Taiwan)	94%	93%	New recruits onboard less than three months
Simple (Chongqing)	73%	82%	New recruits onboard less than three months
Simple (Changshu) & Huapu	52%	44%	Stationed Taiwanese employees and employees onboard less than six months

Note :

1. Ratio of the appraised employees = actual number of male (female) employees appraised / total number of male (female) employees at the end of the year.
2. Simple (Changshu) requires a long time of 6 months to be included in the assessment, and the turnover rate of front-line employees is relatively high, resulting in a low %



6.5 Social Engagement

Simple gives back to society with the sustainability spirit of corporate operation and cares for disadvantaged groups in society and communities that require assistance. In addition to sponsoring relevant funds and equipment, Simple encourages all employees to devote themselves to public welfare and community activities, seeking to promote local economic development and cultural activities through their own influence and create shared social values.

◎ Sponsored NTU fitness center venue renovation funds



◎ Continuous promotion of the Remote e-Therapy, Healthy Township project

As a local enterprise in Hsinchu, Simple has jointly promoted the Remote e-Therapy, Healthy Township project with the Hsinchu Branch of NTU Hospital since 2021. By donating portable medical devices and communication diagnostic equipment, the medical team of the Hsinchu Branch of NTU Hospital can enter communities to provide more accessible medical services and continuous care services for the public. This realizes the goals of local clinic visits, local treatment and local aging. In 2023, a further donation of NT\$ 5 million of Digital Medical Smart Bedside Card equipment was made. Compared to the traditional approach of recording the patient's treatment status on paper, the digital medical smart bedside card displays the medical records on electronic paper, enabling medical staff to obtain the latest medical information in real time, improving care efficiency and patient satisfaction.





◎ Organizing public welfare blood donation events

"Donate a bag of blood to save multiple lives." To show the spirit of great love and establish a good image of public welfare, Simplo continued to cooperate with a blood donation center in 2023 to hold a blood donation event in the plant, inviting all employees to roll up their sleeves and donate blood. A total of 132 people participated in the blood donation public welfare event during 2021-2023.

◎ Care for local disadvantaged groups

Simplo Technology continues to care for the underprivileged, doing its part to support local related organizations. Together with all colleagues, we encourage participation in charitable donation activities. In 2023, an "in-kind donation - a batch of toilet paper and coats" was made to the Hsaingyuan Memorial House of Correction, supporting local underprivileged care institution.



◎ Sustainable environment, coastal tree adoption public welfare event

Facing the impact of climate change, countries have taken carbon reduction actions to make efforts for the environment. In 2022, Simplo began to participate in tree planting and forest protection activities. By planting native coastal afforestation tree species that can stabilize sandbars, land erosion can be prevented and biodiversity can be maintained to protect ecosystems and wildlife survival. In 2022, the Company sponsored Tse-Xin Organic Agriculture Foundation for the Public Welfare Coastal Tree Planting Adoption Event. The Company participated in the Public Welfare Coastal Tree Planting Event in Houlong Township, Miaoli County. After eight months of planting, the overall survival rate is currently 82%. In 2023, Simplo's employees continued to participate in the Public Welfare Tree Planting Event on New Moon Beach, Zhubei City, Hsinchu County. A total of 87 employees planted 200 trees together!

