



### Corporate Sustainable Development Policy

Kaori adheres to the principle of business integrity by providing reasonable working conditions and comprehensive employee benefits, ensuring the physical and mental well-being of employees so they can focus on their work and enjoy work. We strive to implement sustainable development policies that emphasize "environmental protection, employee care, a friendly workplace, co-prosperity in society, business integrity, and general participation."

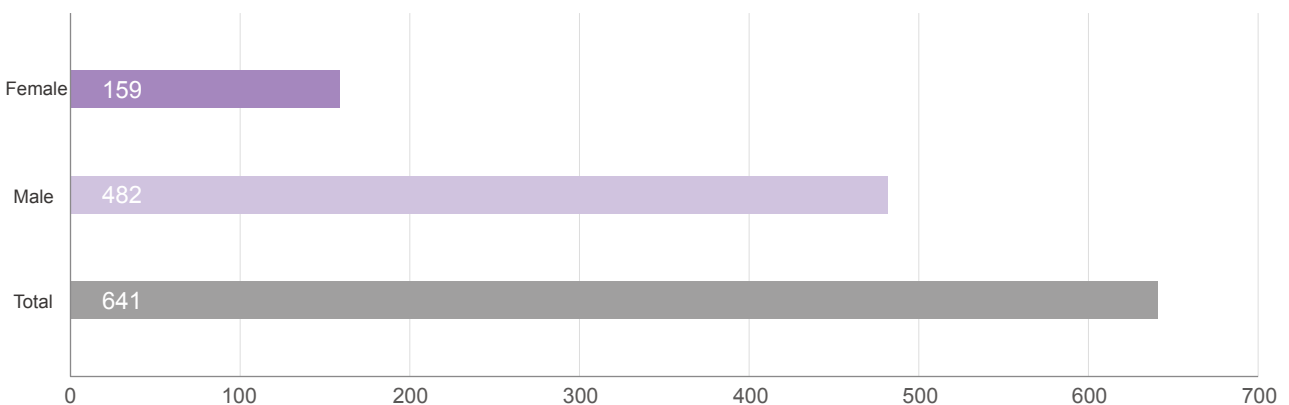
To improve labor rights, in addition to complying with Taiwan's "Labor Standards Act" and related laws and regulations, we have also formulated internal regulations for the record of work rules, sexual harassment prevention, anti-corruption and bribery, and grievance procedures. A management mechanism has also been set up to protect employee rights. To allow employees to fully express their opinions, each plant has set up a "grievance mailbox and posted grievance hotline information" and established a personal data protection mechanism to comply with the principle of anti-retaliation to prevent unfair treatment of the parties concerned. The Company is committed to maintaining good labor-management relations and implementing various personnel management systems that promote a friendly workplace and employee care. In compliance with the employee-friendly and friendly workplace policies, we are committed to implementing the eight human rights policies:

- |  |  |
|--|--|
| 1. Diversity, inclusion, and equal opportunity         | 2. Against discrimination, bullying, and harassment. |
| 3. Comply with basic wage and reasonable working hours | 4. Prohibition of forced labor and child labor       |
| 5. Healthy and safe workplace environment              | 6. Implementation of cybersecurity                   |
| 7. Promoting harmonious employment relations           | 8. Complaints and reports                            |

### 7.2 Manpower Structure - Diverse and Inclusive Workplace

Kaori recognizes employees as important partners for building global first-rate organization and sustainable practice. We are committed to creating a friendly and healthy workplace, one that is free of discrimination and inequality. Kaori provides employees with comprehensive compensation and benefits and offers diverse training programs to help employees grow. By giving employees a safe and healthy place to work, we look forward to creating a sustainable corporate culture that is unique to Kaori.

Kaori reported a total number of 641 employees at the end of 2023, 482 (75.2%) of whom were male and 159 (24.8%) of whom were female. All managers of the Company were of R.O.C. nationality, and 100% of senior managers were locally hired. Kaori supports the requirements of the "People with Disabilities Rights Protection Act" and takes the initiative to offer equal employment opportunities for the underprivileged. By the end of 2023, the Company had employed a total of 5 individuals with disabilities.



0

1

2

3

4

5

6

Friendly Workplaces

8

A

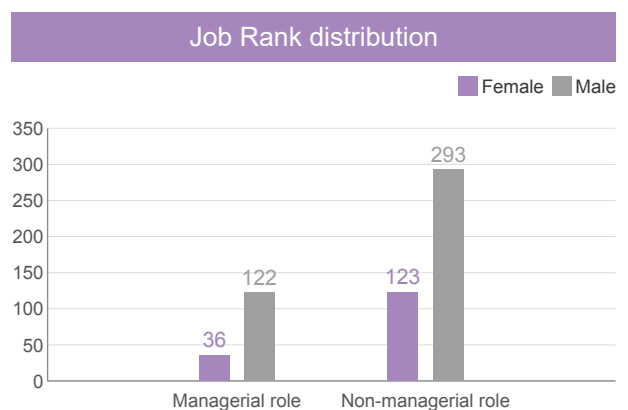
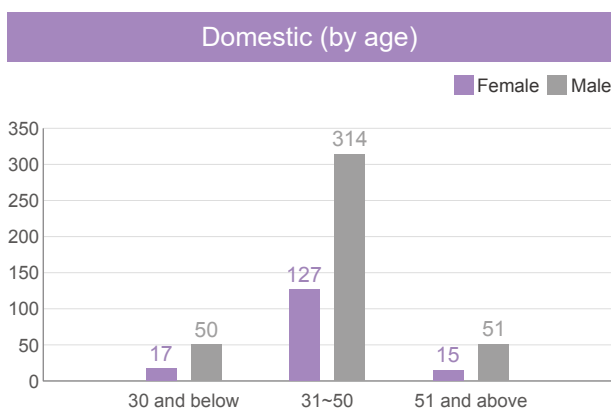
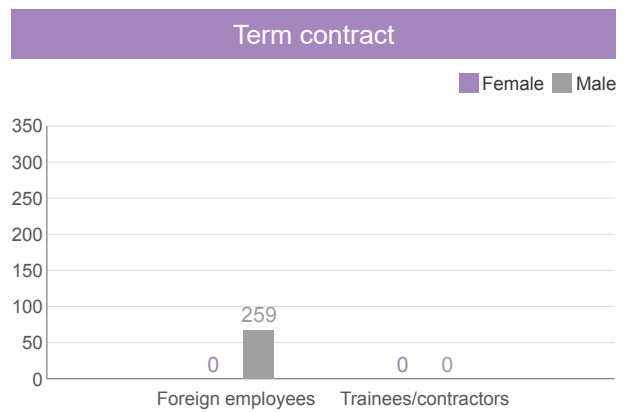
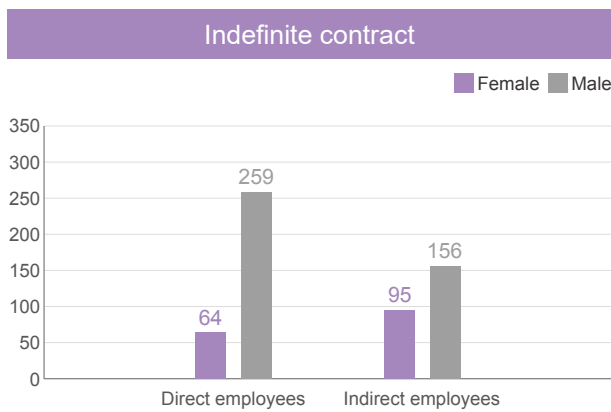
### 7.2.1 Employee structure

The distribution of the manpower structure in 2023 is as follows

Category	Item	Year	Gender	2023			
				Female		Male	
				Head count	Percentage	Head count	Percentage
Indefinite contract	Direct employees			64	10.00%	259	40.40%
	Indirect employees			95	14.80%	156	24.30%
Term contract	Foreign employees			0	0.00%	67	10.50%
	Trainees/contractors			0	0.00%	0	0.00%
	Temporary workers			0	0.00%	0	0.00%
	<b>Total number of employees</b>			<b>159</b>	<b>24.80%</b>	<b>482</b>	<b>75.20%</b>
	<b>Total</b>			<b>641</b>			
Domestic (by age)	30 and below			17	3.00%	50	8.70%
	Aged 31 - 50			127	22.10%	314	54.70%
	51 and above			15	2.60%	51	8.90%
Job Rank distribution	Managerial role			36	6.27%	122	21.25%
	Non-managerial role			123	21.43%	293	51.05%
	<b>Total</b>			<b>574</b>			

Note: 1. Direct personnel: production line or process personnel  
 2. Indirect personnel: administrative or managerial personnel

3. Trainees: refers to the students employed under a contractual relationship through school-industry cooperation or internships.  
 4. Managers: Section chiefs and above





0

1

2

3

4

5

6

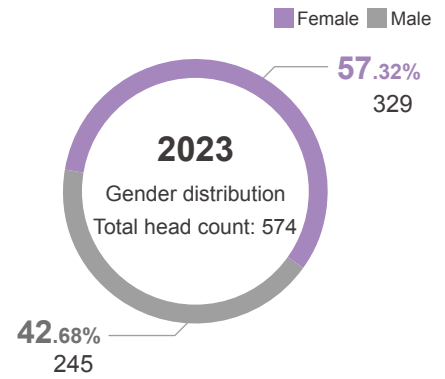
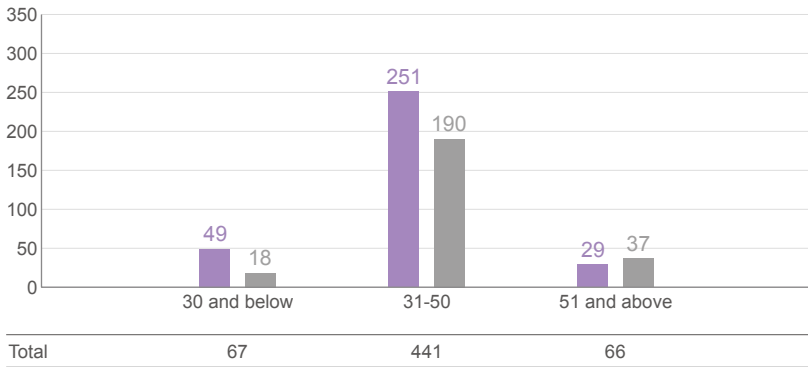
Friendly Workplaces

8

A

Distribution by age group and by job rank

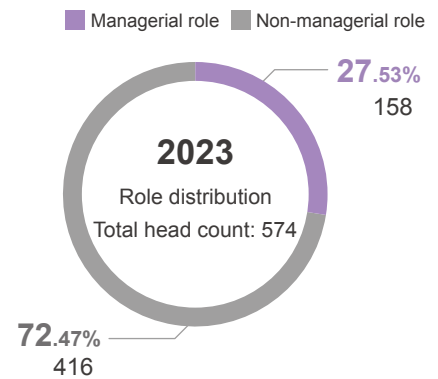
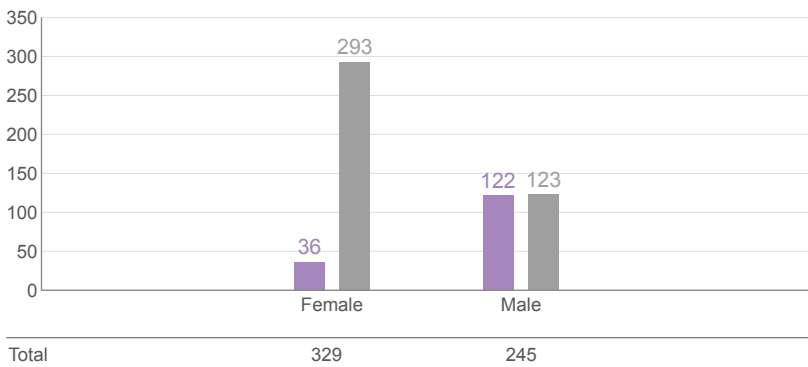
Employees' Age Distribution



Note: 1. Managers: Section chiefs and above

2. Age ratio calculation method: Sum of male and female employees of a given job rank/total employees of that given job rank

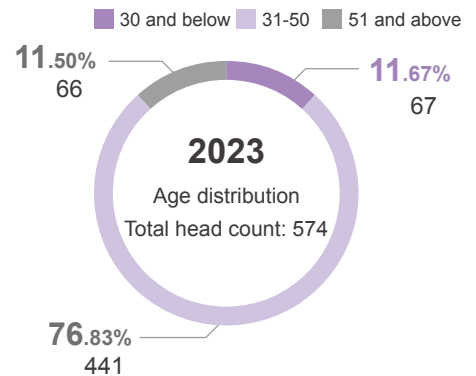
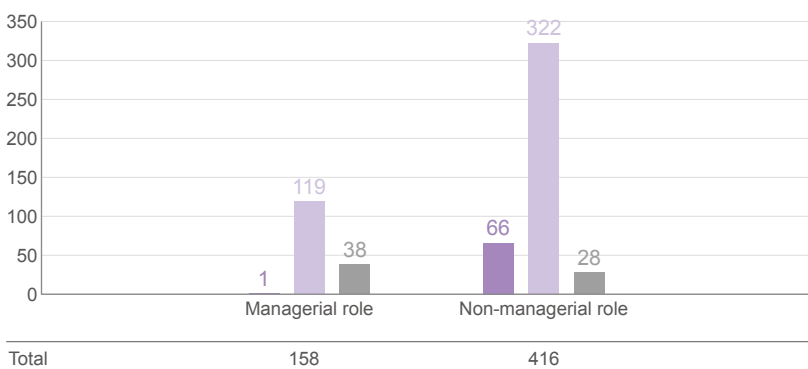
Employee Counted by Grade and Gender



Note: 1. Managers: Section chiefs and above

2. Age ratio calculation method: Sum of male and female employees of a given job rank/total employees of that given job rank

Employee Counted by Grade and Age



Note: 1. Managers: Section chiefs and above

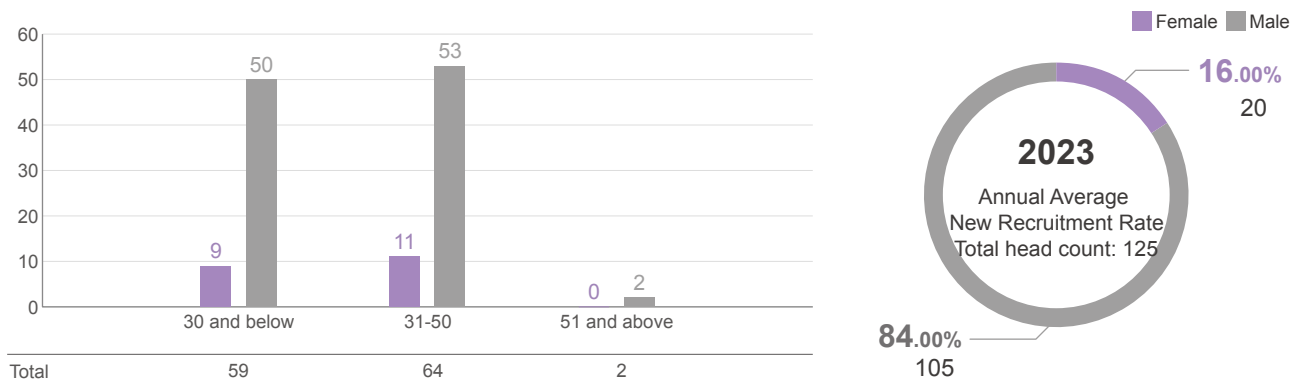
2. Age ratio calculation method: Sum of male and female employees of a given job rank/total employees of that given job rank

### 7.2.2 Percentage of New Permanent Employees and Attrition Rate

In 2023, Kaori had 125 new recruits, which represented 19.50% of the total workforce; 105 of the new recruits were male, and 20 were female. 51 employees resigned during the year, representing an annual attrition rate of 8.0%; 37 of the resigned employees were male and 14 were female. By analyzing data on new recruits and resignees, the Company evaluates the appropriateness of its existing salaries and benefits and determines whether it has met its goal of creating a friendly workplace. For resignees, the Company surveys the cause of resignation and take their responses into consideration for future improvements. Employees' resignation requests are handled strictly in accordance with the Labor Standards Act; employees who wish to terminate their employment contract are required to serve advance notice of no more than 30 days depending on seniority, which complies with prevailing laws.

The table below shows the ratios of male and female employees' new hires and resignations in 2023:

New Recruitment Rate in 2023				
Item	Male to Female Ratio			
	Female	Percentage	Male	Percentage
30 and below	9	7.20%	50	40.00%
Aged 31 - 50	11	8.80%	53	42.40%
51 and above	0	0.00%	2	1.60%
Rate of New Recruitment by Male or Female	16.00%		84.00%	
Total	125 people / 100%			
Annual Average New Recruitment Rate	19.50%			





0

1

2

3

4

5

6

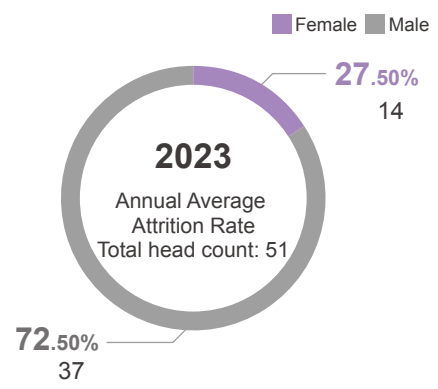
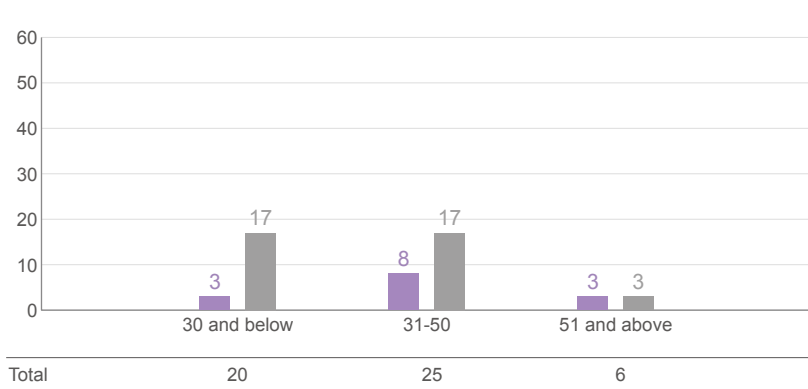
Friendly Workplaces

8

A

2023 Attrition Rate

Item	Male to Female Ratio			
	Female	Percentage	Male	Percentage
30 and below	3	5.90%	17	33.30%
Aged 31 - 50	8	15.70%	17	33.30%
51 and above	3	5.90%	3	5.90%
Male or Female Attrition Rate	27.50%		72.50%	
Total	51 people / 100%			
Annual Average Attrition Rate	8.00%			



- Note:1. New employees are defined as those who arrived on the job in 2023 and have been on the job for at least 3 months.
- The formula for calculating the age percentage of new recruits is as follows:  
Take the proportion of employees under 30 years old as an example, it is calculated as the number of new employees under the age of 30 / the number of employees of the corresponding gender in the year
  - Calculation of the percentage of resigned employees by age:  
Take the proportion of employees under 30 years old as an example, it is calculated as the number of resigned employees under the age of 30 / the number of employees of the corresponding gender in the year
  - Calculation formula for subtotal ratio by gender:  
Take new employees as an example, the calculation method is the total number of new employees male or female in the year / the number of employees of the gender in the year
  - The formula for calculating the new recruitment rate or attrition rate of women and men:  
Calculated as the number of new or resigned female or male employees in the year/number of the age of the female or male employees in the year
  - Calculation formula for total ratio: Take new employees as an example, the calculation method is: total number of new employees in the year/total number of employees in the year.



### 7.2.3 Recruitment and Turnover

Kaori adopts a fair, open, just, and efficient recruitment system that emphasizes recruiting the best and most suitable talent. The recruitment system pays attention to basic human rights, including equal employment opportunities, and is supported by talent selection, education, and retention measures to ensure the quality of new recruits, the stability of the workforce, and that competent talent is assigned to suitable roles. Kaori places great emphasis on unity. Aside from recruiting people that share common values, the Company offers favorable compensation, comprehensive benefits, and open communication channels to create a friendly, harmonious, safe, and mutually beneficial work environment that attracts and retains talent.

#### Equal Employment Opportunities

The Company values workers' rights and assigns employees to suitable positions depending on their skill sets and competence. In terms of recruitment, salary, performance, promotion, training, and benefits, the Company does not discriminate by gender, religion, nationality, or ethnicity. In addition to prohibitions against child labor, Kaori adopts a fair recruitment principle that discourages all forms of unreasonable restriction (such as withholding ID cards/passports or collecting inappropriate gains). Furthermore, employment contracts are drafted in languages and texts that employees can easily understand.

#### Recruitment Channels

Kaori continued to recruit employees primarily using online platforms, and it empowered the heads of various recruiting departments to set up interviews with potential candidates as needed. Kaori also sourced talent through other channels such as employment service stations, campus recruitment programs, the Workforce Development Agency, and professional training institutions.

### 7.2.4 Employment of Persons with Disabilities

According to Taiwan's "People with Disabilities Rights Protection Act," the number of employees with disabilities who have employability in a company shall not be less than 1% of the total number of employees. If the weighted total value does not meet the standard, the Company shall pay the shortfall allowance to the Employment Foundation for Persons with Disabilities of the labor authority on a regular basis.

We provide full-time employment opportunities to people with disabilities. As of the end of 2023, we have hired five people with disabilities: two with mild disabilities, two with moderate disabilities, and one with severe or very severe disabilities, which legally counts as 2 individuals. This totals 6 employees, meeting the requirement of employing 1 person with a disability for every 100 employees. With a total workforce of 641 employees and 6 employees with disabilities, the Company is not required to pay any shortfall allowances.

The human resource policy review indicated that the low number of applicants with disabilities, the unique work environment, and other factors contribute to their decision to leave even after job adjustments. In the future, we will continue to open up job opportunities for people with disabilities. We also work with colleges and universities to prioritize the hiring of students with disabilities.

We prioritize the welfare of our employees and establish a win-win concept for co-existence between employees and employers to ensure harmonious labor-management relations. In 2023, there were no losses caused by labor disputes.