

AIRTAC diverse workplace and gender equality policy

➤ Promoting gender equality

Airtac implements gender equality and treat everyone equally, regardless of their gender, religion, race and nationality. The proportion of female directors is 20%, and female executives account for 10%. We aim for joint decision-making, share resources, and grow together on the basis of gender equality.

Additionally, we continue to promote a maternal friendly environment in the workplace and adjust rest periods for pregnant female employees. Our company legally provide miscarriage leave, pre-maternity leave, accompanying maternity leave, as well as designated parking space for pregnant employees.

Moreover, we have established a breastfeeding room equipped with comprehensive facilities. These measures ensure that female employees can navigate through pregnancy, childbirth, and childcare with peace of mind at every stage, aligning with government policies promoting gender equality.

➤ Promoting workplace diversity

1. Employ people with disabilities and disadvantages

Airtac adopts a policy of diverse employment and complies with government laws regarding the employment of people with disabilities. Altogether. If there is a disadvantaged identity, it will also be considered for priority employment, in order to fulfill corporate responsibility in caring for the disadvantaged.

2. Understand local needs and recruit local talents

Airtac was founded in Taiwan. Over many years of operation, its influence has expanded worldwide. We employ locals as our partners and executives while actively listening to the local perspectives.

Percentage of local executives (The number of executives/ The total number of employees)

Item	Taiwan	Ningbo	Guangdong	China	Total
The number of executives	22	72	9	69	172
The number of local executives	22	69	5	68	164
Percentage of local executives	100%	96%	56%	99%	95%

* Executives including employees classified as M/ T9 or above.

3. Women workers

We believes that diverse talents bring a wealth of perspectives and viewpoints. Women possess traits such as sensitivity, empathy and communication skills, which are important strengths for females. The current proportion of females in Airtac accounts for 27%.

4. Promoting a friendly workplace.

To assist employees Work-life balance, in accordance with Act of Gender Equality in Employment and Labor Standards Act employees can apply for unpaid parental leave before their children reach the age of three. After the completion of the unpaid leave period, arrangements return to the assigned unit and position. Additionally, there are provisions for an Employee Assistance Program (EAP) and accident medical assistance funds to aid in resolving work-related and personal issues faced by employees.