

6 Inclusive Workplace

- 6.1 Employee Overview
- 6.2 Human Rights Management
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Performance Results

Simplo Taiwan received the "Sustainable Leading Enterprise in Healthy Workforce Award"

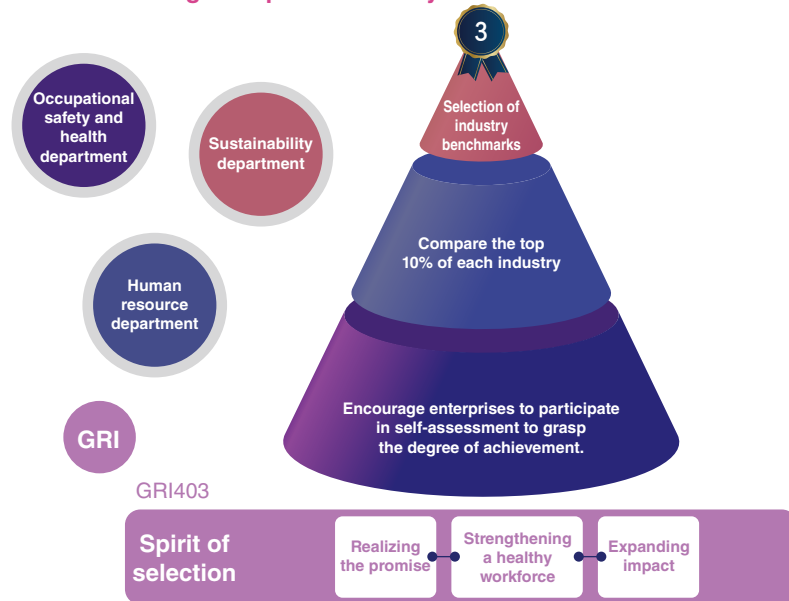
"Green Living Week" activity recycling **More than 1,600** dry cell batteries

The proportion of female managers is **30%**

Total of **22** emergency hazard drills were conducted



Ministry of Labor, Occupational Safety and Health Administration (OSHA) "Sustainable Leading Enterprise in Healthy Workforce Award"



▪ Delivering on commitment with a people-centered approach



2024 "Sustainable Leading Enterprise in Healthy Workforce Award" - Manufacturing Category

Simple Technology adheres to a "people-oriented" corporate sustainability management philosophy. Led by the Chairman, along with top executives overseeing governance and risk, the Company maps out a sustainable SDG strategy blueprint. It continues to promote a corporate safety culture, dedicating efforts to employee care, and creating a safe, healthy, friendly, and inclusive work environment. Since 2022, Simple Technology has issued a sustainability report that exceeds regulatory requirements. This report is prepared in accordance with the GRI Standards and assured by external collaborators, disclosing strategies and actions on the environment (E), social (S), and corporate governance (G) to stakeholders, aligning with the SDGs.

Simple Technology regards employees as important assets and continues to create a happy workplace by promoting several employee-friendly welfare initiatives. These include supporting work-life balance and peace of mind for family care by offering health check-ups with a frequency exceeding legal requirements and specially appointed doctors providing on-site one-on-one consultation services; fostering a friendly environment for employees to settle and raise families, providing over 4.5 million in early childhood education subsidies

over the past three years, and expanding scholarship support to the children of employees, benefiting over 1,400 individuals. Simple also participated in the "2024 TALENT, in Taiwan" Sustainable Talent Development Alliance to create a more diverse, equal, and inclusive (DEI) workplace culture. Simple Technology values communication, ensuring smooth internal communication channels and continuously exerting influence externally. To strengthen supply chain management, Simple also holds a supplier conference each year, providing sustainability-related education and training to build a sustainable supply chain ecosystem.

Looking ahead, Simple Technology has firmly established itself, entering a period of stable and sustainable labor through long-term cultivation. In addition to continuous improvement to enhance organizational environmental and safety performance, the Company is actively optimizing digital transformation, and emphasizing corporate sustainability responsibility. Moving towards an era of innovative transformation, it aligns with corporate sustainability strategies and practices SDGs to create a healthy, sustainable, friendly, and happy workplace, aiming to become a "sustainable leading enterprise in healthy workforce".

"Guidance on OSH indicators for CSR reporting towards SDGs"_Reference Index



403-1 Occupational health and safety management system :

- ISO 45001: 2018 third-party certification
- Long-term goal of "Zero accidents in safety and health"

403-2 Hazard identification, risk assessment, and incident investigation

- Perform annual hazard identification, risk and opportunity assessments on a regular basis

403-3 Occupational health services

- Establishment of a medical office and dedicated factory nurses
- Publish special health columns

403-4 Worker participation, consultation, and communication on occupational health and safety

- Quarterly meetings of the Occupational Safety and Health Committee
- Labor representatives, factory safety hotline and LINE official communication channels

403-5 Worker training on occupational health and safety

- The headquarters has provided training to 2,656 people in the past 4 years
- Regular education and training for first aiders (8 persons)

403-6 Promotion of worker health

- Arrange doctors to visit the factory for health consultation every month
- There is a leisure and fitness center and subsidized clubs (golf, badminton, yoga, aerobics, etc.)

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

- Sustainable supply chain communication conference 2024
- Supplier RBA auditing
- Contractor training and hazard notification

403-8 Workers covered by an occupational health and safety management system

- Coverage of Simplo Technology, visitors and contractors

403-9 Work-related injuries

- No major occupational safety accidents and no disability injuries in 2024
- Cumulative work hours without work-related injuries: 2,463,560 hours (August 2021 to July 2024)



6.1 Employee Overview

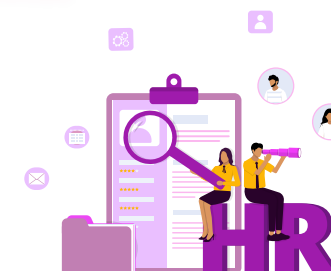
Human resources

As of the end of 2024, Simplo employs a global workforce of 5,269 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 92% of the main human resources are distributed in China's major operational sites. In 2024, the proportion of women in supervisory positions was 30%, an increase of 1% compared to 2023.

Gender	Male						Female						Total
Site	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)	46	157	40	0	0	0	29	90	30	0	0	0	392
Simplo (Chong-qing)	66	210	10	612	383	6	27	171	1	419	347	2	2,254
Simplo (Changshu) &Huapu	48	349	16	515	530	7	21	179	3	280	338	1	2,287
Simplo (Vietnam)	0	0	0	125	66	4	0	1	0	96	44	0	336
Total	160	716	66	1,252	979	17	77	441	34	795	729	3	5,269

Note:

1. Based on active employees at the end of 2024, 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 2024

Category	Executive		Non-executive		Total
Site	Male	Female	Male	Female	
Simplo (Taiwan)	94	39	149	110	392
Simplo (Chongqing)	44	16	1,243	951	2,254
Simplo (Changshu) &Huapu	104	47	1,361	775	2,287
Simplo (Vietnam)	4	2	191	139	336
Total	246	104	2,944	1,975	5,269
%	70%	30%	60%	40%	100%

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

Diverse employment

New recruitment rate in 2024

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)	16	35%	11	38%	20	13%	13	14%	3	8%	1	3%	64	16%
Simplo (Chongqing)	282	42%	213	48%	116	20%	88	17%	4	25%	0	0%	703	31%
Simplo (Changshu) &Huapu	527	37%	349	25%	334	39%	326	38%	0	0%	0	0%	1,536	67%
Simplo (Vietnam)	104	47%	74	33%	51	46%	33	30%	0	0%	0	0%	262	78%

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 2024/the total number of male (female) employees in the age group at each site at the end of 2024.
2. The factories in China and Vietnam consider 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.

▪ Turnover rate in 2024

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)	11	41%	7	52%	19	4%	15	1%	6	28%	1	23%	59	15%
Simplo (Chongqing)	261	39%	158	35%	88	15%	75	14%	0	0%	0	0%	582	26%
Simplo (Changshu) &Huapu	486	56%	306	35%	415	30%	353	25%	5	19	0	0%	1,565	68%
Simplo (Vietnam)	9	4%	7	3%	2	2%	3	3%	0	0%	0	0%	21	6%

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 2024/the total number of male (female) employees in the age group at each site at the end of 2024.
2. The factories in China and Vietnam consider 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 Technology 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 (Tai-wan)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Simplo (Chongqing)	73	11%	46	10%	22	4%	28	5%	0	0%	0	0%	169	8%
Simplo (Changshu) &Huapu	229	16%	133	9%	116	13%	65	7%	0	0%	0	0%	543	24%
Simplo (Vietnam)	70	21%	39	12%	22	7%	21	6%	0	0%	0	0%	152	45%
Total	372	23%	218	23%	150	8%	114	8%	0	0%	0	0%	864	14%

▪ 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	0.04%	1	0.002%
Simplo (Chongqing)	27	4%	21	5%	34	6%	14	3%	1	6%	0	0%	97	4%
Simplo (Changshu) &Huapu	3	0.2%	1	0.1%	5	0.6%	5	0.6%	0	0%	0	0%	14	0.6%
Simplo (Vietnam)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	30	2%	22	3%	39	2%	19	2%	1	1%	1	3%	112	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), Simplo (Changshu) & Huapu and Simplo Vietnam 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, 2024, without any data assumptions.

▪ Number of non-workers in 2024

Site	Outsourced worker	Dispatched worker
Simplo (Taiwan)	12	0
Simplo (Chongqing)	76	0
Simplo (Changshu) & Huapu	0	867
Simplo (Vietnam)	7	0

Note: Outsourced workers refer to security, cleaning and catering staff; dispatched workers refer to temporary worker employees; 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. To motivate employees and the management team, in addition to cash remuneration, there are retirement benefits or severance pay, various allowances, and other substantial incentive measures. In terms of the remuneration system, to motivate employees and the management team, according to the Company's articles of association, if the Company has profits in any given year, no less than three percent should be allocated as employee compensation. The distribution, as decided by the Board of Directors, can be in the form of shares or cash. The recipients include employees of subsidiaries who meet certain conditions, ensuring that the compensation of colleagues is at the market level, while also enhancing the Company's operational performance, creating a win-win situation.

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. The Company's Welfare Committee received 43 applications for "Employee Marriage, Funeral, and Birth Subsidy," totaling NT\$127,400; 310 applications for "Children's Scholarship," totaling NT\$641,000; and 56 applications for "Child Subsidy," totaling NT\$560,000.

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

Harmonious labor relations

The Company selects representatives from both labor and management sides in accordance with labor-related regulations. The internal establishment of a smooth communication mechanism, each employee can understand the company's latest news through the internal E-portal platform bulletin board, combined with physical mailboxes, Email, official line @ account and other ways to reflect immediately. In the event of significant operational changes, Simplo Technology adheres to local labor laws to notify employees in advance, ensuring the protection of their rights. For the grievance mechanism, please refer to 2.2 Business Integrity.

Robust pension system

The Company has established the "Labor Retirement Fund Supervisory Committee" to supervise employee pension expenditures, and has formulated the "Employee Retirement Procedures" in accordance with the "Labor Pension Act." Employees within the establishment who meet the criteria outlined in these procedures may apply for retirement benefits in accordance with these regulations. The retirement benefit system follows the provisions of both the new and old version of retirement benefit methods as stipulated by the Labor Standards Act.

The pension is calculated based on years of service and the average salary at retirement. According to the Labor Standards Act, 6% of each employee's monthly salary is allocated to their individual retirement pension account managed by the Bureau of Labor Insurance. Operational sites in China adhere to relevant provisions of the Social Security Act for retirement benefits. The participation rate of regular employees in the retirement plan is 100%.

Enriching employee activities

Green Living Week

Simplo's "Green Living Week" event actively promoted environmental sustainability through the online Green Living e-newsletter and encouraged employees to share their personal green living practices, such as bringing their own shopping bags, using reusable cups and tableware, and implementing resource recycling and waste separation.

Offline activities included a green market, offering a diverse selection of eco-friendly products and fun and informative ESG challenges. Furthermore, a special dry cell battery recycling campaign successfully collected over 1,600 dry cell batteries, showcasing the company's commitment to environmental protection.

Through continuous promotion and awareness, the spirit of sustainability is integrated into every employee's daily lives, allowing them to contribute to the future of the planet.



▪ Happy Mid-Autumn Festival Party

The Mid-Autumn Festival party was held in September 2024. 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 2024 for employees to choose their favorite itineraries. A total of 194 colleagues signed up to participate.



▪ Angel Employee Celebration

In order to increase the sense of belonging of disabled employees to the company, and to build a platform for disabled employees to communicate with each other in their spare time, the company organizes quarterly activities for the disabled in the form of birthday party every quarter, which provides a space for disabled employees to relax and communicate with each other, so that they can practically feel the company's care and concern.



▪ SMP Goddess Festival

SMP's distinctive corporate culture recognizes and praises female employees who work hard and actively realize their self-worth, expresses love and appreciation to female colleagues in the company, and calls on all colleagues to respect and care for female employees.



Parental leave

Pursuant to the "Gender Equality Act" and the "Regulations for Implementing Unpaid Parental Leave for Raising Children", Simplo (Taiwan) provides substantial care to employees who need parental leave. The China operating sites provide breastfeeding leave pursuant to local regulations.

Factories in China provide breastfeeding leave in accordance with local regulations. For children under one year old, mothers are given one hour of breastfeeding leave per day during working hours (excluding lunch time). The breastfeeding leave time for twins or more will be doubled correspondingly to the breastfeeding time for one pregnancy.

One of female and one of male colleagues in Simplo (Taiwan) applied for babysitting jobs in 2024. The above numbers are based on the maternity leave and parental leave numbers. In that year, 4 colleagues took maternity leave, 7 applied for maternity leave and 6 applied for paternity leave.

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

Year	2022			2023			2024		
Gender	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave (A)	7	3	10	10	8	18	21	12	33
Actual number of applicants for parental leave in the year (B)	0	2	2	0	0	0	1	1	2
Number of employees who should be reinstated after parental leave in the year (C)	0	3	3	0	0	0	0	0	0
Actual number of people reinstated after parental leave in the year (D)	0	3	3	0	0	0	0	0	0
Actual number of employees reinstated after parental leave in the previous year (E)	0	0	0	0	3	0	0	0	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	3	3	0	0	0
Reinstatement rate of parental leave in the current year (D/C)	NA	100%	100%	NA	NA	NA	NA	NA	NA
Retention rate for reinstatement after parental leave in the current year (F/E)	NA	NA	NA	NA	100%	100%	NA	NA	NA

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. The above form displays Simplo (Taiwan) maternity leave information.

6.2 Human Rights Management

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 Policy



Prohibiting forced labor and child labor



Prohibiting all forms of discrimination



Establishing a fair and reasonable remuneration system



Providing a safe and healthy working environment

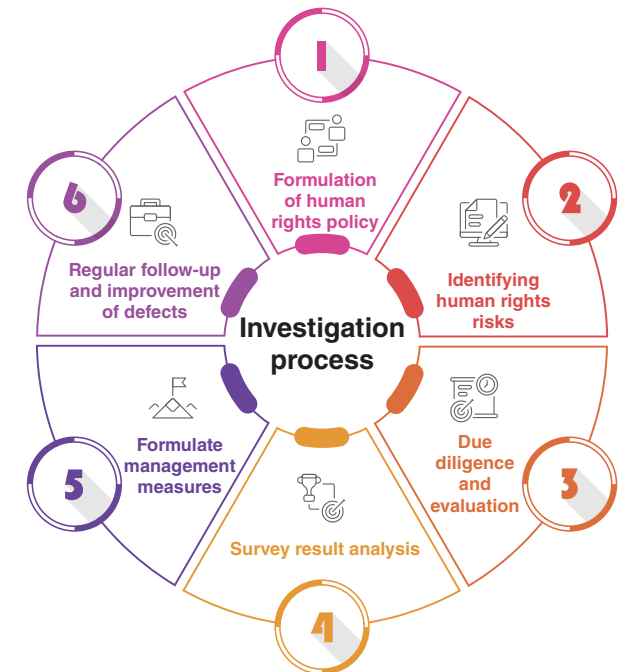


Building a stable labor management harmonious relationship

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
- Human trafficking - Compulsory or forced labor - Child Labor - Working hours - Salary and Benefits - Diversity	- Health and safety - Emergency preparedness - Occupational injuries and occupational diseases - Machine safety protection	- Pollution control and waste management - Climate change mitigation and adaptation	- 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

Level	Level of classification	Description
1	Unlikely	Under normal circumstances, it is unlikely to occur, happening less than once a year
2	More likely	Extremely rare occurrence, happening more than once a year
3	Possibly	Occasionally occurs, happening more than once per quarter
4	High possibility	Frequently occurs, happening more than once per month
5	Very likely	Occurs very often, happening more than once per week

▪ 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 thirdparty 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%.



▪ 2024 Human rights review

Site	Number of audits	Audit form	Audit results
Simplo Chongqing	- Customer audit: 2 times - Internal audit: 1 time	- On-site & remote - On-site	- Passed, no major defects - Passed, no major defects
Simplo Changshu (including Huapu)	- Customer audit: 0 time - 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 2024, Simplo Chongqing and Simplo Changshu (including Huapu) conducted human rights training through employee ethics courses. The total number of participants was 17,144, with a participation rate of 99.7%. 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)	2028/4/5
Simplo (Changshu)	2028/03/19
Huapu	2027/12/09

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 37%. 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 12%.

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	31	13	42%	Quarterly
Simplo (Chongqing)	Worker Representative Conferences	164	61	37%	Quarterly
Simplo (Changshu) & Huapu	Production Safety Committee	42	5	12%	Weekly

Hazard identification and risk assessment

Each operating site of Simplo complies with the local regulations and the provisions of the ISO 45001 to establish procedures and approaches related to hazard identification, as well as risk and opportunity assessment, for annual and irregular hazard identification and development, tracking, and control of the follow-up actions. If the assessment results show that the hazard is an unacceptable risk, the corrective, improvement, and preventive measures will be taken to reduce risk that can be effectively managed

Incident prevention, investigation and reporting

occurring, each operating base of Simplo establish relevant systems for incident prevention, investigation and reporting, corrective measures for non-conformities, and the management of preventive measures. are used to investigate, review, correct, and prevent false alarm incidents, industrial incidents, and commuting traffic accidents, while actively implementing the safety and health policies and various standard operating procedures.

Every year, drills on emergency hazardous incidents such as fire evacuation, chemical leakage, water outage, power outage, forklift accidents, and elevator accidents are conducted to strengthen the response ability of employees to emergency accidents and reduce the degree of damage in the event of occupational accidents. In 2024, a total of 22 drills were conducted.



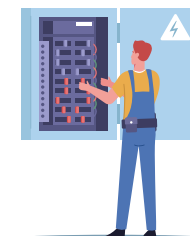
Fire evacuation (15 drills)



Chemical leakage (3 drills)



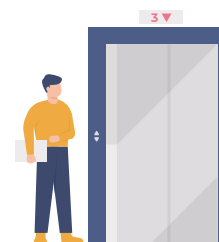
water outage (1 drill)



power outage (1 drill)



forklift accidents (1 drill)



elevator accidents (1 drill)

Occupational disasters statistics

In 2024, a total of 20 recordable occupational safety accidents, 0 major occupational safety accidents, 0 disabling injuries, and 0 fatal accidents occurred at SimploTechnology's global sites. For each occupational accident, the company's safety and health department conducts a work-related injury review and proposes a summary report and improvement plan to control the accident from the source as much as possible to reduce the probability of occupational accidents.

Occupational disaster in 2024

Site	Fatalities as a result of work-related injury	Highconsequence work-related injuries	Recordable work-related injuries
Simplo (Taiwan)	0	0	0
Simplo (Chong-qing)	0	0	18
Simplo (Changshu) &Huapu	0	0	2

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 2024 - Employee

Site	Total working hours		Rate of fatalities as a result of work-related injury		Rate of high-consequence workrelated injuries		Rate of recordable workrelated injuries	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Simplo (Taiwan)	480,440	296,416	0	0	0	0	0	0
Simplo (Chong-qing)	3,484,097	2,443,610	0	0	0	0	4.02	5.73
Simplo (Changshu) &Huapu	4,259,608	2,497,020	0	0	0	0	0	0

OSH performance in 2024 - Non-employee worker

Site	Total working hours		Rate of fatalities as a result of work-related injury		Rate of high-consequence workrelated injuries		Rate of recordable workrelated injuries	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Simplo (Taiwan)	4,144	5,816	0	0	0	0	0	0
Simplo (Chong-qing)	114,036	113,688	0	0	0	0	0	0
Simplo (Changshu) &Huapu	1,124,811	664,979	0	0	0	0	0	0

Note:

- 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.
- 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.
- Rate of high-consequence work-related injuries = number of high-consequence work-related injuries (excluding fatalities) / total working hours * 1,000,000.

- 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.
- 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 2024

Site	Mechanical damage (pinching, fracturing, crushing)	Blunt force (smashing)	Fall from height (fall-ing)	Others (falling, bruising, kick-ing, spraining)	Total
Simplo (Taiwan)	0	0	0	0	0
Simplo (Chongqing)	8	0	0	10	18
Simplo (Changshu) & Huapu	0	0	0	2	2
Total	8	0	0	12	20
%	40%	0%	0%	60%	100%

Disabling injury severity

Site	Male	Female
Simplo (Taiwan)	0	0
Simplo (Chongqing)	121.4	79.4
Simplo (Changshu) & Huapu	16	0

Note: Disabling injury severity = number of days lost due to disabling injury / working hours * 1,000,000

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". 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 2024

Site	Total trainees	Total hours
Simplo (Taiwan)	837	3,532
Simplo (Chongqing)	30,274	114,594
Simplo (Changshu) & Huapu	18,280	18,405
Total	49,391	136,531

Training items for professional certification in each plant area

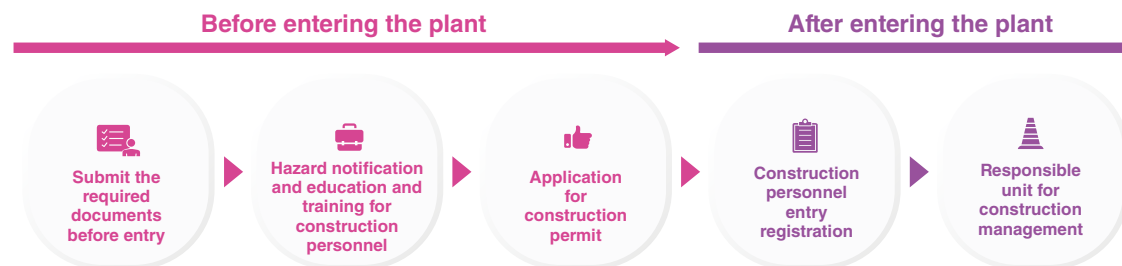
Site	Professional certification training items
Simplo (Taiwan)	Occupational safety and health operations supervisors, management specialists, management personnel, organic solvent operations supervisors, first aid personnel, forklift operators with a load of more than one metric ton, labor health service 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, 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, special equipment management personnel, forklift drivers, chemical management personnel, and fire room control system operators.

OSH education system

- New recruits:** General education on occupational safety and health before entering the workplace.
- On-the-job employee safety and health training:** Strengthen training and publicize relevant occupational safety and health education.
- 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 174 sessions from 2020 to 2024, enhancing employee health care.

Healthcare services

- Health checkup:** Physical examination for new employees, annual health checkup for general employees, and health checkup for special operations.
- Health promotion:** Health lectures, promotion of sports clubs, gym and table tennis room.
- Health management:** Tracking of abnormalities in the health checkup report, care for medium and high-risk individuals, maternity protection plan, and onsite medical consultation services.
- In the health column of the infirmary,** regular features on health convenience stations are published. In 2024, a total of 20 special features were published.

Number of health examination (2024)

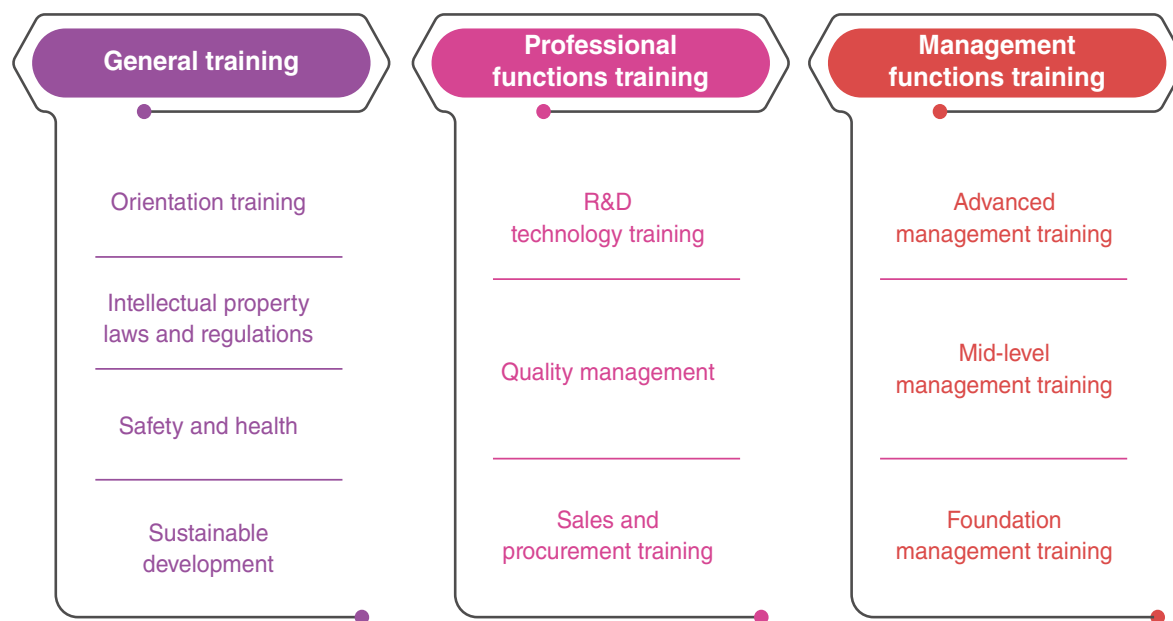
Site	General health examination	Special health examination
Simplo (Taiwan)	301	9
Simplo (Chongqing)	526	645
Simplo (Changshu) & Huapu	1,296	851
Total	2,123	1,505

6.4 Talent and Education

Learning and development

Simplo Technology provides a variety of learning channels, including internal and external training, job rotation, and overseas study. We have established a comprehensive learning system and provided abundant resources to build sustainable competitiveness for our employees. The company continuously identifies and cultivates key talent and strengthens the diversity of its curriculum to ensure continuous learning for its employees. We hope that both the company and employees can grow together and create a win-win business philosophy.

The company provides different training for employees at different stages. The planned training system blueprint is as follows:



The main components of the Company's internal training system include:

- **Orientation Training:** The education and training management unit and the employing unit must arrange different orientation training courses within one month of the new employee's onboarding. The content includes common courses such as Company introduction, regulations and benefits system, quality awareness, environmental safety and health, and work operation description; to help new employees quickly understand the Company and integrate into the organizational culture.
- **Professional Functions:** Each department plans and conducts different professional functions courses for personnel with various functional responsibilities to promote the enhancement of professional capabilities across different job categories.
- **Management Functions:** According to the organization's operational strategy and management objectives, education and training courses required for enhancing management functions are conducted for the Company's management level to strengthen the concepts and capabilities of supervisors at all levels.
- **Quality Management:** Classes are organized internally by each department based on the requirements of the quality system.
- **Safety and Health Training:** Courses are conducted in accordance with relevant safety and health regulations, and handled according to the [HSE Education and Training Management Procedure].

Through education and training, employees are able to increase their professional knowledge and functions, and apply them to their work to achieve the right fit for the job.

In addition to HR training, there are also systems for quality, safety, and health that offer annual courses tailored to the knowledge and skills needed by personnel in different business functions. This ensures the safety of operations, stability of product design and production quality, or the promotion of important policies. The statistics for education and training in 2024 are as follows:

Education and training in 2024

Site	Simplo (Taiwan)				Simplo (Chongqing)				Simplo (Changshu) & Huapu				Total	
Category	Executive		Non- executive		Executive		Non- executive		Executive		Non- executive		Execu-tive	Non- ex-ecutive
Gender	Male	Fe-male	Male	Fe-male	Male	Fe-male	Male	Female	Male	Fe-male	Male	Female		
Number of employees	262	87	831	415	44	16	1,243	951	104	47	1,361	775	560	5,576
Training hours	535	201	1,336	750	1,489	671	48,553	39,261	1,798	684	33,823	19,234	5,378	142,957
Average training hours	2.04	2.3	1.61	1.81	33.8	41.9	39.1	41.3	17.3	14.5	24.9	24.8	9.6	25.64

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

Simplo 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 Simplo (Taiwan), Simplo (Chongqing), Simplo (Changshu) & Huapu are entitled to participate in performance appraisal. Simplo (Taiwan) \ Simplo (Chongqing). Employees who have been employed for less than three months, Simplo (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	Frequency of assess-ment
Simplo (Taiwan)	93%	90%	2 appraisals per year
Simplo (Chongqing)	85%	88%	2 appraisals per year
Simplo (Changshu) & Huapu	56%	52%	2 appraisals per year

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. Simplo (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 ratio.
3. The number of performance appraisals is calculated for the month of December at the end of the year.



6.5 Social Engagement

Simplo 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, Simplo 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.

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 180 people participated in the blood donation public welfare event during 2021-2024.



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. 2024 "In-kind donation - 20 boxes of toilet paper" to Huashan Social Welfare Charitable Foundation for sponsoring local disadvantaged group care organization.



Do For Green, sharing sustainable environment

"Simplo Group Beach Cleanup Day" Activity

In the face of the impact of climate change, countries are taking actions to reduce carbon emissions and do their best for the environment. In 2024, Simplo Technology organized a beach clean-up event at Fung Hang beach, removing 702 kg of beach litter to help protect the marine environment!

