6 Inclusive Workplace

6.1 Human Rights Management

6.2 Talent Attraction and Retention

6.3 Talent Cultivation and Development

6.4 Safety and Health

6.5 Social Engagement



Performance Results

2,280 employee joined Employee Mental Health & Wellness Training

The proportion of female managers is **29%**

Total of **36** emergency hazard drills were conducted

Non- executive average training **32 hours**

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

403-1 Occupational health and safety management system

- All operating sites have obtained third-party certification to ISO 45001:2018.
- Long-term goal of "Zero Safety and Health Accidents"

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

- Conduct annual hazard identification and risk and opportunity assessments on a regular basis.
- Conduct regular emergency drills, including fire evacuation and chemical spill response drills, with a total of 36 drills conducted.

403-3 Occupational health services

- Provide an onsite medical room, nursing room, and one dedicated occupational health nurse
- Publish special health columns, with a total of 31 articles published.

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

- The audit scope covers Simplo Technology, visitors, and contractors.
- Maintain ISO 45001 Occupational Health and Safety Management System certification.
- Provide accessible communication channels, including worker representatives, an onsite occupational safety hotline, and the official LINE account.

403-5 Worker training on occupational health and safety

- In 2025, a total of 45,388 person-attendances participated in training programs, totaling 100,026 training hours.
- Conduct regular first-aid training for designated personnel.

403-6 Promotion of worker health

- Arrange onsite health consultations with contracted physicians on a monthly basis, totaling 12 sessions.
- Provide a recreation and fitness center and subsidies for employee clubs, including golf, badminton, yoga, and aerobics.

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

- Held two Sustainable Supply Chain Communication Conferences in 2025.
- Conducted ESG audits of 22 key suppliers.
- Provide training and hazard communication.

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

- The audit scope covers Simplo Technology, visitors, and contractors.
- The Occupational Health and Safety Management System is ISO 45001 certified.

403-9 Work-related injuries

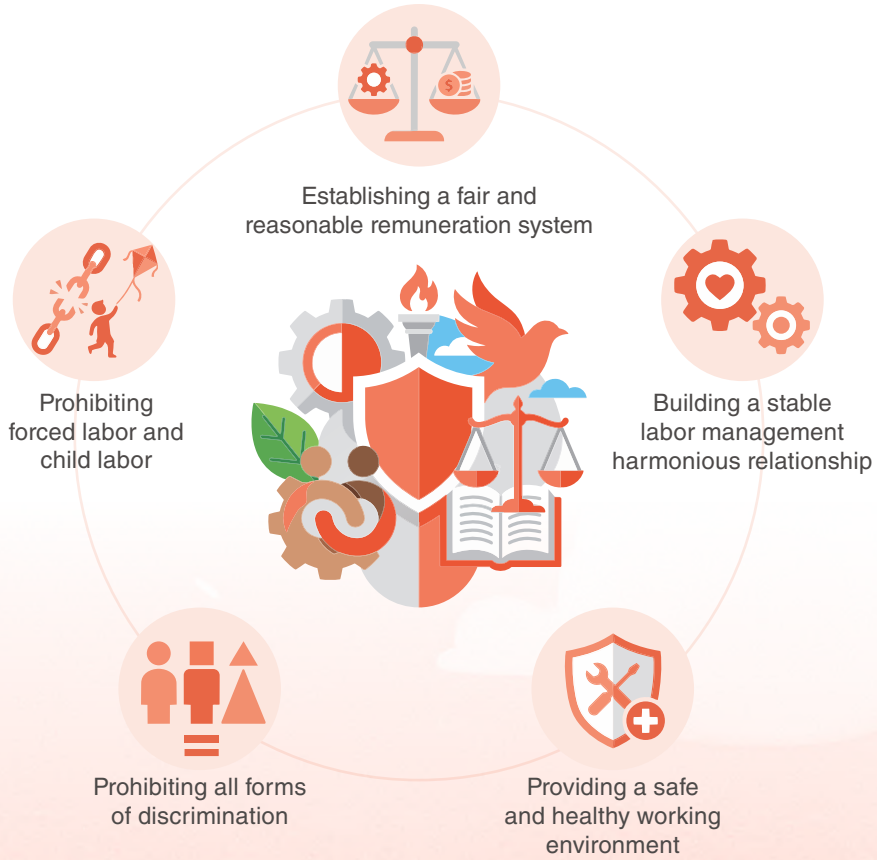
- 2024 no major occupational safety accidents and no disability injuries
- Accumulated injury-free working hours: 3,576,688 hrs (2021/8~2025/12)

6.1 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 "Responsible Business Alliance Code of Conduct", and the "ILO Declaration on Fundamental Principles and Rights at Work" as well as the local laws and regulations of various countries. Simplo Technology has established the "Human Rights Policy Statement of Simplo Technology 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
• 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 (including Chongqing Trend Power), Simplo Changshu (including Huapu), had a total of 5,424 participants, and the passage rate (80 points or higher) of the course was 100%.

2025 Human rights review

Site	Number of audits	Audit form	Audit results
Simplo Chongqing	Customer audit：0 time Internal audit：1 time	On-site & remote On-site	Passed, no major defects
Simplo (Changshu& Huapu)	Customer audit：2 times Internal audit：1 time	On-site	Passed, no major defects
Simplo Vietnam	Internal audit：4 times	On-site	Passed, no major defects

Human rights education and training

Simplo Technology has established a human rights policy. Related information promoted to employees throughout the Company via pre-employment training for new recruits, and e-learning online courses for legal compliance. In 2025, Simplo Chongqing and Simplo Changshu (including Huapu) conducted human rights training through employee ethics courses. 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.



6.2 Talent Attraction and Retention

Human resource

As of the end of 2025, Simplo employs a global workforce of 6,000 full-time employees with no part-time, temporary, or non-hours guaranteed employees, an increase of 731 compared to 2024. Among them, 41.0% of the employees are female, and 59% are male. Approximately 59.0% of the main human resources are distributed in China's major operational sites. In 2025, the proportion of women in supervisory positions was 29.0%.

Employee Overview

Gender		Male			Female			Total
site \ age		Under 30	Between 30-50	Over 51	Under 30	Between 30-50	Over 51	
Simplo Taiwan	Indirect employees	31	167	46	24	93	32	393
	Direct employees	0	0	0	1	1	2	4
	Subtotal	31	167	46	25	94	34	397
Simplo Chongqing	Indirect employees	84	188	17	48	130	3	470
	Direct employees	475	337	2	333	378	0	1,525
	Subtotal	559	525	19	381	508	3	1,995
Chongqing Trend Power	Indirect employees	17	97	5	8	49	0	176
	Direct employees	52	44	6	49	83	0	234
	Subtotal	69	141	11	57	132	0	410
Simplo (Changshu&Huapu)	Indirect employees	318	679	23	149	303	6	1,478
	Direct employees	434	373	4	283	388	0	1,482
	Subtotal	752	1,052	27	432	691	6	2,960
Simplo Vietnam	Indirect employees	23	43	4	29	20	0	119
	Direct employees	33	27	0	29	29	1	119
	Subtotal	56	70	4	58	49	1	238
Total		1,467	1,955	107	953	1,474	44	6,000

Note:
1. Based on active employees at the end of 2025, 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 2025

Category	Executive		Non-executive	
Site	Male	Female	Male	Female
Simplo Taiwan	104	45	140	108
Simplo Chongqing	46	15	1,057	877
Chongqing Trend Power	12	5	209	184
Simplo (Changshu) &Huapu	101	47	1,730	1,082
Simplo Vietnam	9	2	121	106
Total	431	176	3,257	2,357
%	71%	29%	58%	42%

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

Diverse employment

New recruitment rate in 2025

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	17	55%	8	32%	32	19%	17	18%	2	4%	2	6%	78	20%
Simplo Chongqing	138	25%	115	30%	36	7%	59	12%	1	5%	1	33%	350	18%
Chongqing Trend Power	28	41%	24	42%	13	9%	15	11%	0	0%	0	0%	80	20%
Simplo (Changshu & Huapu)	566	75%	388	90%	323	31%	413	60%	0	0%	0	0%	1,690	57%
Simplo Vietnam	23	41%	23	40%	32	46%	21	43%	1	25%	1	100%	101	42%
Subtotal	772	53%	558	59%	436	22%	525	36%	4	4%	4	9%	2,299	38%

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 2025/the total number of male (female) employees in the age group at each site at the end of 2025.
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 2025

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	22	71%	3	12%	25	15%	20	21%	4	9%	2	6%	76	19%
Simplo Chongqing	181	32%	129	34%	76	14%	64	13%	1	5%	2	67%	453	23%
Chongqing Trend Power	24	35%	14	25%	14	10%	8	6%	0	0%	5	45%	65	16%
Simplo (Changshu & Huapu)	466	62%	323	75%	342	33%	378	55%	1	4%	0	0%	1,510	51%
Simplo Vietnam	23	41%	30	52%	29	41%	30	61%	1	25%	0	0%	113	47%
Subtotal	716	49%	499	52%	486	25%	500	34%	7	7%	9	20%	2,217	37%

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 2025/the total number of male (female) employees in the age group at each site at the end of 2025.
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.

In 2025, the company's turnover rate, observed from the perspective of gender composition, showed that the total number of male departures was 1,209, while female departures were 1,008, with males representing the primary group of resignations. Compared to 2024, the number of departures in 2025 decreased slightly by approximately 0.5%. Simplo Technology has established a comprehensive welfare system, competitive employee remuneration, and a secure retirement plan, as detailed in section 6.2 Talent Attraction and Retention.

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 Taiwan	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	0%
Simplo Chongqing	31	6%	49	13%	30	6%	21	4%	0	0%	0	0%	131	7%
Chongqing Trend Power	8	12%	6	11%	4	3%	6	5%	0	0%	0	0%	24	6%
Simplo (Changshu&Huapu)	123	16%	73	17%	71	7%	39	6%	0	0%	0	0%	306	10%
Simplo Vietnam	21	38%	25	43%	39	56%	18	37%	3	75%	0	0%	106	45%
Subtotal	183	12%	153	16%	145	7%	84	6%	3	3%	0	0%	568	9%

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%	1	1%	0	0%	0	0%	1	3%	2	1%
Simplo Chongqing	24	4%	17	4%	32	6%	12	2%	1	5%	0	0%	86	4%
Chongqing Trend Power	3	4%	4	7%	5	4%	0	0%	0	0%	0	0%	12	3%
Simplo (Changshu&Huapu)	7	1%	1	0%	9	1%	3	0%	3	11%	3	50%	26	1%
Simplo Vietnam	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Subtotal	34	2%	22	2%	47	2%	15	1%	4	4%	4	9%	126	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), Chongqing Trend Power, 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, 2025, without any data assumptions.

Number of non-workers in 2025

Site	Outsourced worker	Dispatched worker	Contractor worker	Total
Simplo Taiwan	12	7	84	103
Simplo Chongqing	72	0	17	89
Chongqing Trend Power	4	0	0	4
Simplo (Changshu& Huapu)	0	433	0	433
Simplo Vietnam	14	0	0	14

Note:
1.Outsourced workers refer to security, cleaning and catering staff;
2.dispatched workers refer to temporary worker employees;
3.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. Please refer to page 54~55 of the 2025 Annual Report for details.

Average Employee Compensation and Median Employee Compensation in 2025

	2023	2024	2025
Number of Full-Time Non-Executive Employees	362	355	365
Average Employee Compensation	1,410	1,345	1,359
Variance from Prior Year	2.03%	-4.61%	1.04%
Median Employee Compensation	1,246	1,183	1,134
Variance from Prior Year	6.31%	-5.06%	-4.14%

*Scope: Simplo Taiwan
*Source: Market Observation Post System: https://mopsov.twse.com.tw/mops/web/t100sb15

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 37 applications for "Employee Marriage, Funeral, and Birth Subsidy," totaling NT$93,000; 2,044 applications for "Children's Scholarship," totaling NT$554,000; and 525 applications for "Child Subsidy," totaling NT$554,000.

Welfare measures

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

Family-Friendly Marriage and Childcare Support

- Marriage Allowance
- Newborn Child Gift Allowance
- Scholarship for children
- Early childhood education allowance
- Partnered Childcare Facilities

Enriching employee activities

Green Living Week

Environmental protection is more than just a slogan—it is an integral part of the Simplo way of life. During this year's Green Living Week, employees were encouraged to incorporate sustainable practices into their daily lives through e-newsletters promoting the use of reusable cups and proper waste sorting. A series of engaging onsite activities was also organized, including a green market and interactive ESG challenges. Most notably, employees demonstrated remarkable commitment by collectively recycling more than 1,600 used batteries. We sincerely thank every employee who participated and contributed to bringing sustainability into everyday life and making a positive contribution to the planet.



Diverse Employee Clubs

Simplo provides a variety of employee clubs, including cultural and arts, sports, and recreational activities, encouraging employees to pursue diverse interests and enrich their lives outside of work. Available clubs include the Badminton Club, Golf Club, and Yoga Club, among others, providing employees with opportunities to develop diverse interests and promote work-life balance.



Badminton Club


Golf Club


Yoga Club

Annual Dinner

Annual dinner provides an opportunity to review the past year's achievements, express appreciation for employees' contributions, strengthen team cohesion, and foster motivation for the year ahead.


Simplo Taiwan



Simplo Changshu


Simplo Vietnam

Employee Family Day

The Employee Welfare Committee thoughtfully organized a variety of weekend activities, allowing employees to relax and recharge through culinary experiences and cultural excursions. Employees were offered diverse itineraries and the flexibility to select activities based on their interests. A total of 559 employees and their family members from Simplo Taiwan registered to participate, while 114 employees and their family members from China operations took part in the activities. These initiatives promote mutual engagement between the Company and employees while enriching their lives outside of work.





Festival Activities

Lantern Festival – Lantern Riddle Challenge

Simplo Changshu organized a festive Lantern Festival event featuring a lantern riddle challenge, creating an opportunity for employees to celebrate together and experience traditional culture. The event also helped strengthen employee engagement and foster a sense of belonging within the Company. On February 12, 2025, a total of 200 employees participated in the event.



International Women's Day

Simplo organized a warm and meaningful celebration for International Women's Day to recognize and appreciate employees from diverse nationalities and the contributions of women in the workplace. The activity promoted an inclusive and harmonious multicultural work environment



Mid-Autumn Festival Activities

In September 2025, Simplo organized a series of online and onsite activities to celebrate the Mid-Autumn Festival. The online program featured an engaging knowledge quiz combining traditional cultural knowledge with company regulations, while the onsite activities included hands-on DIY workshops where employees could experience traditional crafts.



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 2.3 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%. Please refer to page 71~72 of the 2025 Annual Report for details.



Parental leave

Pursuanting 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.

Two of female in Simplo (Taiwan) applied for babysitting jobs in 2025. The above numbers are based on the maternity leave and parental leave numbers. In that year, 1 colleague took maternity leave, 8 applied for maternity leave and 5 applied for paternity leave.

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

Year	2023			2024			2025		
Gender	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave (A)	10	8	18	21	12	33	5	8	13
Actual number of applicants for parental leave in the year (B)	0	0	0	1	1	2	0	2	2
Number of employees who should be reinstated after parental leave in the year (C)	0	0	0	0	0	0	0	0	0
Actual number of people reinstated after parental leave in the year (D)	0	0	0	0	0	0	0	0	0
Actual number of employees reinstated after parental leave in the previous year (E)	0	3	0	0	0	0	0	1	1
Number of employees who have continued to work for one year after reinstatement after parental leave in the previous year (F)	0	3	3	0	0	0	0	1	1
Reinstatement rate of parental leave in the current year (D/C)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Retention rate for reinstatement after parental leave in the current year (F/E)	NA	100%	100%	NA	NA	NA	NA	100%	100%

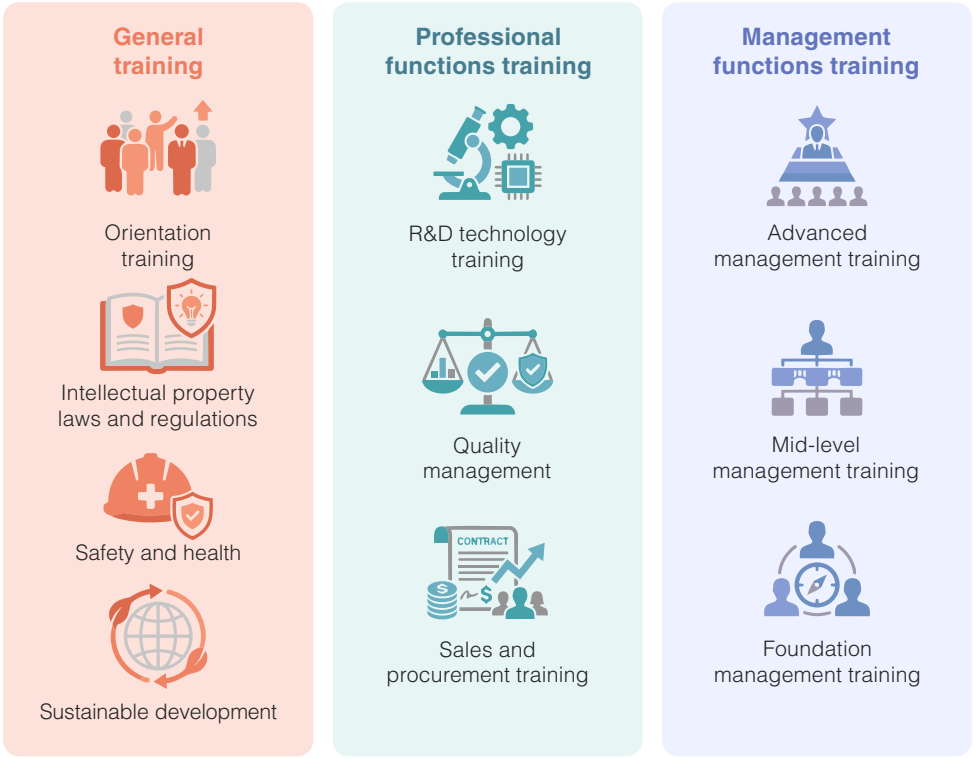
Note:
1. Eligibility for unpaid parental leave is defined as employees who have applied for maternity leave or paternity leave in the past three years.
2. The above form displays Simplo (Taiwan) maternity leave information.

6.3 Talent Cultivation and Development

Material Topics | Training and Development

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 actual training implemented in 2025

Item	Total Number of Employees	Total Hours	Total Expenses (NT$)
Professional Competency Training	2,001	2,670	893,619
New Employee Training	235	750	209,060
Safety and Health Training	861	3,548	967,029
Quality Management	79	79	22,036
Management Functions	86	445	264,258
Total	3,262	7,492	2,356,002

Source: Simplo Technology 2025 Annual Report, P.71

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].

China sites provide a series of personalized leadership development programs

Simplo Changshu provides a series of personalized leadership development programs focused on employee development within the supply chain. Through education and training, these programs empower employees to foster self-awareness, develop a sound professional outlook, build confidence, and enhance workplace performance.





In addition to human resources training, Simplo provides annual training programs covering quality management systems, occupational health and safety, and other relevant areas. These programs are designed according to the knowledge and skills required by employees across different business functions, ensuring safe operations, consistent product design and manufacturing quality, and the effective implementation of key corporate policies. The 2025 employee training statistics are presented in the table below.

Education and training in 2025

Site	Simplo Taiwan				Simplo Chongqing				Chongqing Trend Power				Simplo (Changshu&Huapu)				Total	
Category	Executive		Non- executive		Executive		Non- executive		Executive		Non- executive		Executive		Non- executive		Executive	Non- executive
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Number of employees	104	45	140	108	46	15	1057	877	12	5	184	209	101	47	1,730	1,082	375	5,387
Training hours	1953.5	830	2,795	1873	2,202	800.5	43,722	37,186	509	259	7,329	8,669	1,923	1,041	42,314	27,256	9,518	171,143
Average training hours	18.78	18.4	19.96	17.34	47.86	53.37	41.36	42.40	42	52	40	41	19	22	24	25	25.38	31.77

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), Simplo Vietnam are entitled to participate in performance appraisal.Simplo (Taiwan)、Simplo (Chongqing). Employees who have been employed for less than three months, Simplo (Changshu& Huapu), Simplo Vietnam 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.

Performance appraisal ratio in 2025

Site	Male (%)	Female (%)	Frequency of assessment	Reason for Exclusion
Simplo Taiwan	58%	25%	2 appraisals per year	New employees with less than three months of service
Simplo Chongqing	97%	98%	1 appraisals per year	New employees with less than three months of service
Chongqing Trend Power	97%	98%	1 appraisals per year	New employees with less than three months of service
Simplo (Changshu&Huapu)	75%	73%	4 appraisals per year	Taiwan-assigned employees and employees with less than six months of service
Simplo Vietnam	57%	43%	1 appraisals per year	Taiwan-assigned employees and employees with less than six months of service

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.

6.4 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%.

ISO 45001 OSH Management Systems

Site	ISO 45001 OSH Management Systems
Simplo Taiwan	2028/8/12
Simplo Chongqing	2028/4/5
Chongqing Trend Power	2026/10/9
Simplo Changshu	2028/3/19
Huapu	2027/12/9

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 " Worker Representative Conferences " which meets once a year, including labor representatives accounts for 25%. 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 25%.Simplo Vietnam has a " Safety and Health Committee " which meets Every two months, including labor representatives accounts for 43%.

Occupational safety and health management organization

Site	Organization	Number of member	Number of labor representatives	Labor representation	Meeting frequency
Simplo Taiwan	Occupational Safety and Health Committee	31	13	42%	Quarterly
Simplo Chongqing	Worker Representative Conferences	154	39	25%	Quarterly
Chongqing Trend Power	Worker Representative Conferences	34	5	15%	Quarterly
Simplo (Changshu & Huapu)	Production Safety Committee	118	29	25%	Weekly
Simplo Vietnam	Safety and Health Committee	7	3	43%	Every two months

Hazard identi cation 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.

To enhance employee emergency response capabilities and minimize the severity of potential workplace hazards, Simplo Technology conducts annual emergency drills across diverse operational risk scenarios. In 2025, the company executed a total of 36 emergency response exercises, which included 13 fire evacuation drills, 7 chemical leakage drills, 3 utility disruption exercises (water outage, power outage, and gas supply interruption), 2 forklift accident drills, 2 elevator failure drills, 2 electric shock drills, 2 food poisoning incident exercises, 2 occupational injury response drills, 1 power distribution room incident exercise, 1 confined space operation emergency drill, and 1 energy storage site emergency response drill.

Occupational disasters statistics

In 2025, a total of 27 recordable occupational safety accidents, 0 major occupational safety accidents, 0 disabling injuries, and 0 fatal accidents occurred at Simplo Technology'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 2025

Site	Fatalities as a result of work-related injury	Highconsequence work-related injuries	Recordable work-related injuries
Simplo Taiwan	0	0	0
Simplo Chongqing	0	0	23
Chongqing Trend Power	0	0	4
Simplo (Changshu&Huapu)	0	0	0
Simplo Vietnam	0	0	0

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 2025-Employee

Site	Total working hours		Fatalities as a result of work-related injury		Highconsequence work-related injuries		Recordable work-related injuries	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Simplo Taiwan	488,456	303,640	0	0	0	0	0	0
Simplo Chongqing	3,785,656	2,868,225	0	0	-	-	12	11
Chongqing Trend Power	623,593	522,588	0	0	0	0	3	1
Simplo (Changshu&Huapu)	4,275,838	2,696,116	0	0	0	0	0	0
Simplo Vietnam	0	0	0	0	0	0	0	0

OSH performance in 2025-Non-employee worker

Site	Total working hours		Fatalities as a result of work-related injury		Highconsequence work-related injuries		Recordable work-related injuries	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Simplo Taiwan	1,032	6,688	0	0	0	0	0	0
Simplo Chongqing	94,544	60,096	0	0	0	0	-	-
Chongqing Trend Power	-	8,448	0	0	0	0	0	0
Simplo (Changshu&Huapu)	914,120	451,167	0	0	0	0	0	0
Simplo Vietnam	0	0	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 2025

Site	Cuts, Lacerations, and Abrasions	Contusions Injuries	Pinch Injuries	Impact Injuries	Exposure to Hazardous Substances	Commuting Accidents	Burns	Other	Total
Simplo Taiwan	0	0	0	0	0	-	0	0	4
Simplo Chongqing	0	1	1	1	0	14	0	6	23
Chongqing Trend Power	0	0	1	0	0	3	0	0	4
Simplo (Changshu&Huapu)	0	0	0	0	0	0	0	0	0
Simplo Vietnam	0	0	0	0	0	0	0	0	0
Total	0	1	1	1	0	18	0	6	27
%	0%	4%	4%	4%	0%	67%	0%	22%	100%

Disabling injury severity

Site	Male	Female
Simplo Taiwan	0	0
Simplo Chongqing	105.40	68.68
Chongqing Trend Power	89.80	1.91
Simplo (Changshu & Huapu)	0	0
Simplo Vietnam	0	0

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

Accident correction actions

To effectively prevent occupational accidents and illnesses, Simplo Taiwan has established comprehensive management protocols for incident prevention, investigation, reporting, and corrective and preventive action (CAPA). These procedures govern the investigation, review, correction, and prevention of near-misses, workplace injuries, and commuting accidents, demonstrating the company's proactive commitment to implementing occupational health and safety policies and standardized operating procedures (SOPs).

At Simplo Chongqing, in the event of an occupational incident, the responsible department is required to complete an investigation within 48 hours and submit an "Employee Injury Incident Report." This document details the incident description, root cause analysis, accountable personnel, corrective actions, implementation timelines, and key takeaways. Proposed corrective measures are subsequently evaluated and voted on by managers during industrial safety meetings to ensure their feasibility and effectiveness; an incident case is closed only upon official approval of these verified measures.

To mitigate risks, Simplo Changshu has implemented targeted safety enhancements across its operations: upgrading machinery and equipment to achieve intrinsic safety against mechanical hazards; conducting safety warning and awareness training to prevent struck-by injuries; and refining procedural documentation and SOPs across other operational areas to ensure complete alignment with actual workplace practices.

Safety and health education and training

Simplo Technology 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 2025

Site	Total trainees	Total hours
Simplo Taiwan	906	3,934
Simplo Chongqing	34,950	75,390
Chongqing Trend Power	7,816	17,602
Simplo (Changshu&Huapu)	1,275	1,364
Simplo Vietnam	441	1,736
Total	45,388	100,026

Fire Safety Awareness Month Initiatives

Simplo's China manufacturing facilities launched a Fire Safety Awareness Month campaign themed "Every Citizen for Fire Safety, Prioritizing Life: Safe Use of Fire and Electricity." The campaign featured diverse interactive activities, including online knowledge quizzes and an offline interactive game titled "Make the Right Choice" (selecting the appropriate fire extinguisher based on hazard diagrams). Engaging over 1,500 employees, these interactive initiatives effectively heightened workforce fire safety awareness and deepened operational safety knowledge.

Simplo Vietnam actively collaborated with local fire police authorities in filming an educational fire safety video. This joint effort showcased the facility's fire safety systems and equipment, highlighting their full compliance with relevant statutory regulations and technical specifications.



Operational sites in China



Operational sites in Vietnam

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.
Simplo Vietnam	Occupational safety and health operations supervisors, First aid personnel, radiation equipment operators, high and low voltage electrician operators, elevator operations supervisor, forklift operator, air compressor and pressure vessel operator, chiller system operator, elevating work platform operator, fire control room system operator

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 promotionrelated 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 199 sessions from 2020 to 2025, 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.
2. Health promotion: Health lectures, promotion of sports clubs, gym and table tennis room.
3. 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.
4. In the health column of the infirmary, regular features on health convenience stations are published. In 2025, a total of 31 special features were published.

Health Corner: Deep Vein Thrombosis	2025/7/28
Health Corner: Managing High Blood Pressure	2025/4/23
Health Corner: What to Do About Headaches	2025/3/20

"Healthy Weight Loss, LOHAS Life" Initiative

To encourage employees to prioritize health alongside their professional responsibilities, Simplo Technology launched the "Healthy Weight Loss, LOHAS Life" campaign in 2025, featuring a maximum cash reward of NT$15,000. A total of 68 employees (57 male and 11 female) participated in the three-month program, achieving a collective weight reduction of 232.7 kilograms. Beyond promoting weight management, the initiative actively fosters health awareness, empowering staff to maintain a balanced, active, and confident lifestyle despite busy work schedules.



"Safeguarding Your Pulmonary Health" Screening Program

In collaboration with the Center for Lung Cancer Diagnosis and Treatment at Chung Shan Medical University Hospital, Simplo Technology offered complimentary Low-Dose Computed Tomography (LDCT) lung cancer screenings at National Taiwan University Hospital (NTUH). The initiative targeted employees aged 40 to 80 with a history of smoking or a family history of lung cancer. Following a survey completed by 14 employees, 6 eligible individuals were selected and underwent screenings at NTUH.



Employee Mental Health & Wellness Training

Simplo Technology places a high priority on the holistic physical and mental well-being of its workforce. Simplo Changshu hosted health care training sessions in 2025, conducting two training programs that reached a total of 2,280 participants.



Number of health examination

	2023		2024		2025	
Site	General health examination	Special health examination	General health examination	Special health examination	General health examination	Special health examination
Simplo Taiwan	363	11	301	9	307	7
Simplo Chongqing	463	774	526	645	539	429
Chongqing Trend Power	211	110	211	165	184	137
Simplo (Changshu&Huapu)	1,150	1,574	1,296	851	1,275	1,364
Simplo Vietnam	-	-	-	-	64	14
Total	2,187	2,469	2,334	1,670	2,369	1,951

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 280 people participated in the blood donation public welfare event during 2021-2025.





Do For Green_ Beach Cleanup

Simplo Technology consistently organizes beach cleanup events to safeguard marine environments. In 2024, 83 employees participated in a cleanup at Fung Hang beach in Xinfeng Township, Hsinchu County. In 2025, nearly 70 employees joined the initiative at Yongan Fishing Port in Xinwu District, Taoyuan City. Together, participants collected a total of 772 kilograms of marine waste, demonstrating the company's commitment to ocean conservation.





Do For Green_ Mountain Cleanup

Simplo Changshu Organizes Mountain Cleanup to Drive Environmental Action. Upholding core principles of sustainable development and corporate social responsibility, Simplo Changshu actively encourages employees to translate environmental awareness into concrete action. A total of 60 employees participated in a mountain cleanup initiative, demonstrating deep care for the local ecosystem and a firm commitment to environmental stewardship.





Care for local disadvantaged groups

Simplo's manufacturing facilities in China actively fulfill corporate social responsibility by engaging in government-organized charitable donation initiatives.



Film Screening: A Chip Odyssey

Simplo Technology hosted an exclusive film screening of A Chip Odyssey for employees. The documentary chronicles the critical history of Taiwan's semiconductor industry, illustrating how an island covering merely 0.02% of the world's landmass navigated turbulent times to become a global semiconductor hub. A total of 102 employees attended the event to reflect on this pivotal industrial journey.

