

Career Development and Education & Training Management

The Company places great importance on the cultivation of employees' professional capabilities and career development. In accordance with its education and training management system, the Company has established systematic onboarding and in-service training mechanisms. New employees receive general and professional training during the initial stage of employment to ensure a full understanding of the Company's policies and regulations, occupational safety and health requirements, and the professional competencies required for their positions.

For incumbent employees, the Company continuously arranges internal, cross-departmental, and external professional training based on the annual education and training plan and actual operational needs.

The annual education and training plan is proposed by department heads, consolidated by the Human Resources Department, and submitted to the President for approval and implementation. Through procedures such as training applications, attendance records, post-training approvals, and training record registration, the Company ensures the completeness, effectiveness, and traceability of training execution and management. For specialized professional training or long-term continuing education programs, training agreements are executed in accordance with regulations to balance the Company's investment benefits with employees' career development.

In 2025, the Company conducted a total of 878 training sessions, with 13,235 total training hours and 9,805 total participant attendances. Training topics covered human rights protection, regulatory compliance, ethical management, and professional competency development. Through continuous education and training, the Company enhances employees' professional capabilities and overall corporate governance quality, thereby advancing its goal of sustainable operations.