

Happy Workplace



5.1 Talent Recruitment & Training



5.2 Employee Benefits & Care



5.3 Occupational Health & Safety



5.4 Social Participation



宏泰電工股份有限公司
HONG TAI ELECTRIC INDUSTRIAL CO., LTD



Talent Recruitment & Training

TALENT RECRUITMENT & TRAINING

Comply with the Labor Standards Act, Occupational Safety and Health Act, Act of Gender Equality in Employment, and other regulations to safeguard employees' legal rights and promote diverse, inclusive hiring.

- Uphold equal employment opportunity, with no discrimination based on gender, ethnicity, religion, age, or similar factors
- Establish fair hiring and promotion systems, recruit talent from diverse backgrounds and expertise, and continuously develop individual capabilities
- Develop an annual training plan covering onboarding, on-the-job, professional, and management competency courses
- Continuously improve talent retention systems and employee care to strengthen staff loyalty to the Company
- Maintain 100% local hiring rate for senior management

2025 Training Categories



New Hire Orientation Training



On-the-Job Safety Training



Professional Course Training



Management Competency Training



General Core Competency Training



Personal Data Protection Training

01

264

2025 total headcount (all full-time)

100%

Senior management local hiring rate

4,708.8 hours

Total annual training hours

Employee Benefits & Care

EMPLOYEE BENEFITS & CARE

Employees are Hong Tai Electric's most valued asset. The Company actively builds comprehensive benefits programs to create a warm, caring workplace.

- Provide statutory leave, labor and health insurance, group medical and accident insurance, and overseas travel insurance as required by law
- Operate an employee cafeteria and offer performance bonuses, holiday gifts, and marriage/bereavement/childbirth allowances, among other benefits
- The Employee Welfare Committee operates actively, allocating NT\$7.74 million in welfare funds in 2025
- Entry-level male/female salaries exceed the local minimum wage (ratio 1.04 / 1.1)
- Positions are legally retained during parental leave, encouraging employees to start families with peace of mind

Key Benefits



Labor / Health Insurance
& Group Medical



Employee Cafeteria



Marriage / Bereavement
/ Childbirth Gifts



Travel & Holiday
Subsidies



Parental Leave Protection



Pension Contribution
Protection

02

NT\$7.74M

2025 Employee Welfare Committee fund allocation

NT\$66.22M

Cumulative labor pension reserve account balance

Pay ratio: Male 1.04 / Female 1.1

Exceeds local minimum wage

Occupational Health & Safety

OCCUPATIONAL HEALTH & SAFETY

Hong Tai Electric pursues sustainable business growth in line with international occupational safety trends, preventing workplace accidents, ensuring safe operations at every site, and pursuing a zero-accident goal.

- Promote a Hong Tai safety culture and foundational safety training; upgrade equipment and facilities in pursuit of inherent safety
- Establish safe operating standards and self-inspection practices to eliminate equipment malfunctions
- Strengthen management-by-walking-around to eliminate potential hazards and reinforce fire safety measures
- Short term: implement an occupational health and safety management plan with under 1 workplace injury, adopting ISO 45001 in 2026
- Mid-to-long term: build a management system to achieve zero major occupational accidents and fewer than 1 near-miss incident annually

Occupational Safety & Health Focus Areas



6 labor + 6 management
reps on Safety Committee



Quarterly safety
committee meetings



Annual hazard
identification & risk
assessment



Standardized incident
investigation process



Health checkups every 2
years



Annual inspection of
special work sites

03

40%

Labor representation on Safety Committee

198

2025 general health checkup participants

Safety training:

General safety 75 / Emergency response 60 / Forklift
42

People-Centered, Building a Happy Workplace

264

2025 total headcount (all full-time)

100%

Senior management local hiring rate

4,708.8 hrs

Total annual employee training hours

NT\$7.74M

Employee Welfare Committee annual fund allocation

100%

Employee performance review coverage rate

198

2025 general health checkup participants