

# AMICCOM Electronics Corporation (The “Company”)

## Implementation of Gender Equality and Diversity for the Year 2025

The company is committed to providing employees with a dignified and safe working environment. The company implement diversity in hiring and ensure fairness in compensation and promotion opportunities, ensuring that employees are not subjected to discrimination, harassment, or unequal treatment based on race, gender, religious beliefs, age, political orientation, or any other conditions protected by applicable laws.

The company's human resource structure indicators are as follows:

### 1. Employee Ethnicity Indicator

Category	Percentage of Total Employees (%)	Percentage of Management Positions (%)
Republic of China nationality	94.00	100.00
Foreign nationality	6.00	-
Indigenous people	-	-

### 2. Women's Diversity Index

Indicator	Percentage (%)
Percentage of female employees	30.00
Percentage of women in all management positions	22.22
Percentage of women in grassroots management	-
Percentage of women in senior management (CEO ≤ two levels)	-
Percentage of revenue-generating units occupied by women	22.22
Percentage of revenue-generating units occupied by women Women in STEM (Science, Technology, Engineering, Mathematics) related positions	20.00

### 3. Other Diversification Indicators

Category		Proportion of Full-Time Equivalent Employees (FTEs) ( % )
All employees	Age group : <30 years old	14.00
	Age group : 30~50 years old	65.00
	Age group : >50 years old	21.00
	Total:	100.00

The company's compensation equality policy:

The company has established the "Compensation Committee" , and provided employees with competitive salaries. Through a transparent and equitable compensation policy, the company's operational performance is shared with employees. For entry-level positions of the same job category, all hired personnel receive the same treatment. Additionally, for individuals with relevant expertise and work experience, compensation is determined based on the candidate's educational background, work experience, specialties, and certifications, without any differences based on gender or ethnicity.