

## Compensation Program

### Competitive Salary

We adhere to the principle of profits and interests of our employees; attracting, cultivating, and encouraging a variety of talents. GUC employees' total remuneration does not differ by gender or for other reasons. We not only proactively obey the local labor regulations, but also actively participate in salary-survey related associations to ensure GUC's total compensation is competitive. The average salary of a full-time and non-supervised position in 2020 is NT\$ 2,036 thousand. Our salary policies are:

- GUC raises employee salaries annually.
- Base Salary: 12-month base salary and year-end bonus.
- Employee Profit Sharing: A bonus that is given based on employees' performances and corporate operations.
- Encouraging Savings: We implement employees' stock ownership trusts.
- Bonus: Business bonus, intellectual property bonus, referral bonus, and excellent performance bonus.
- Welfare Association of GUC and Bonus: Birthday allowance or coupons, holiday vouchers, wedding subsidy, and death subsidy.
- Insurance Coverage/Pension Plan: In addition to the Labor Insurance, National Health Insurance, and pension allocation, we provide comprehensive group insurance plans to employees.

Year	Total salary of a full-time and non-managerial position (thousand NT)	The number of full-time and non-managerial employees (per person)	Average salary of a full-time and non-managerial position (thousand NT/per person)	The median salary of a full-time and non-managerial position (thousand NT/per person)
2018	1,129,362	513	2,201	1,792
2019	1,200,507	565	2,125	1,756
2020	1,223,705	601	2,036	1,705

## Incentive Compensation Plan

Through employee incentive programs, employees are encouraged to actively pursue sustainable growth. Over hundreds of employees have received incentives since 2008. GUC offers a wide range of employee incentive programs including:

- Patent Award: Encourages employees to create more patents for the company.
- STAR Award (individual): Rewards employees with outstanding work performance.
- CTA Award (team): Encourages employees to complete teamwork goals at work.
- CIS Award: Rewards employees to propose suggestions for improvement.
- Seniority Award: Rewards employees with long-term contribution to the service and commitment.



### ▼ GUC 2020 Incentive Program Results (Employee)

2020	Patent Award	STAR Award	CTA Award	CIS Award	Seniority Award
Q1	35	3	38	20	
Q2	16	2	18	23	
Q3	40	6	44	60	88
Q4	71	3	52	17	
Total	162	14	152	120	88

## Welfare and Benefits

- **Sponsored Group Travel:** We spend significant amounts of money on sponsoring the travels of our employees. The highest subsidy can reach NT\$12,000.
- **Convenience store:** GUC provides 0.5% off prices for employees.
- **Promotions and benefits from contracted stores:** The store list is recommended by employees and free movie tickets are provided if their recommendation is listed as a contracted store.
- **Year-end Party:** The year-end party is held to reward the hard work of our staff.
- **Discount price for movie tickets:** Employees only pay NT\$100 of the original price of \$260.
- **Family Movie Day:** GUC hosts this activity one or two times per year in a movie theater for employees and their families.
- **Other Benefits:** Gift Coupons for three major festivals, employee birthdays, movie tickets, gift certificates, discounted prices, and massages from blind masseuses for stress relief.

## Protected Employee Benefits and Interests

- **Comprehensive Insurance Plan:** In accordance with the law, GUC provides Statutory Labor Insurance, National Health Insurance, and group insurance. The group insurance that we provide includes life insurance, accident insurance, hospital and surgical insurance, accident and medical insurance, and cancer insurance. The above-mentioned insurance is covered by the company and our employees can enjoy the most favorable rates. Relatives of our employees can join the company's comprehensive insurance plan to enjoy the same care as our employees.
- **GUC employees' total remuneration does not differ by gender or for any other reasons.** Total remuneration is based on an employee's qualifications relative to the requirements of the positions, degrees and personal performance; rather than on race or gender. Wages are given according to degree, professional experience, personal performance, and are compliant with the law. We adjust wages given to our employees annually and year-end bonuses are given according to performance and the company's operations.

- A certain percentage of a wage is allocated monthly to the trust fund purchasing company shares. GUC also allocates a certain amount of money to our employees' trust accounts.

## Superior Leave System

GUC provides comprehensive and high-quality welfare to take care of our employees.

- We have annual leave that is superior to the Labour Act.
- Employees enjoy 30 days of sick leave with payment, and this includes 15 days of full payment and 15 days of half payment.
- Employees can apply for a leave of absence for reasons such as childcare, military service, and medical treatment for serious illness or injury. After this, they can then apply for reinstatement.

### Parental Leave without Pay Statistics

	Male/Number	Female/Number	Subtotal
Employees who actually apply for parental leave in 2020.	0	2	2
Expected reinstatement in 2020	1	0	1
Actual reinstatement in 2020	0	0	0
Actual reinstatement in 2020 (still employed)	0	0	0
Employees who actually apply for parental leave in 2021	1	1	2
Expected reinstatement in 2021	1	2	3
Actual reinstatement in 2021	0	2	2
Actual reinstatement in 2021 (still employed)	0	2	0

## Standard Pension Fund

Those who qualify for the Labor Standards Act shall receive a pension fund every month. The contribution is supervised by and made in the name of our Pension Fund Committee through the Bank of Taiwan.

Those who qualify for the Labor Pension Act shall receive the pension fund in their Bureau of Labor Insurance accounts every month. The contribution is based on an earnings scale approved by the Executive Yuan and has a rate of no less than 6%

Retirement System	Old System	New System
Governing Law	Labor Standards Act	Enforcement Rules of the Labor Pension Act
How to Allocate	Appropriate 2% of the total monthly salary of employees, and deposit in the special account of the Trust Department of Bank of Taiwan in the name of the company.	According to the employee's insurance level, 6% will be allocated to the individual account of the Labor Insurance Bureau.
Amount allocated	The cumulative amount of workers' retirement reserves is NT\$44,864 thousand. (Remark)	NT\$ 49,151 thousand in 2021 ° (Remark)

Remark: Contains the estimated number from the end of October to the end of the year.

## Healthier Work Culture

- Art Activities: We organizes workshops and provide newspapers, books, movies, stories and news that are helpful for our employees' mental health.
- Family activities: Activities such as Family Day, movies and one-day trips will get GUC closer to the families of employees and help them maintain their work-life balance.



- Health Checks: All new employees receive health examinations before their first workday. GUC offers health examinations for employees every year. If health management is needed after consulting with the doctor, our professional personnel will follow up the case to ensure the health of our employees. In 2020's annual health examination results, there were no occupational factors associated with abnormal cases.

- Activities for health promotion: To take care of the physical and mental health of employees and develop the concept of "prevention is better than cure", GUC hosted 15 sessions for a total of 623 participants in 2020, including occupational health and safety training, Training of Prevention of Occupational Diseases Caused by Humans, fat-reduction and muscle-gaining activities, and health promotion activities.
- Wonderful Club Time: We organized 11 clubs and held outstanding club activities such as table tennis matches, badminton matches, board games, dancing classes, yoga classes, and marathons.
- The central kitchen is required to provide low-oil and low-salt diets.
- Employee Assistance Plan: We care about the life of our employees. We have entrusted the Hsinchu Lifeline Association's Employees Assistance Center to provide Employee Counseling Plans. This provides free counseling services twice a year. The counseling services can be related to career, family and parenting, interpersonal relationships, and relationship and personal pressure.

### Comprehensive Facilities

- Cafeteria: We provide free meals all day, including noodles, vegetarian meals, buffets, and set meals.
- Outdoor Basketball Court: We offer an outdoor basketball court.
- Gym: We have a well-equipped gym with a basketball machine, a Wii game console, and table tennis.
- Free Parking lots: We offer our employees their own spacious parking lots. All of our employees can enjoy this service for free, whether for scooters or car parking. We have also set up parking spaces for pregnant women to ensure that they can enjoy a parking space that is the closest to the exit. We also added non-slip flooring at the turning areas to avoid skidding while turning downhill. Through our well-organized plans, we provide our staff a safe and convenient parking space.