

# 5.1 Employee-Employer Relationship

## 5.1.1 Employee Structure

Zig Sheng’s human resources policy follows Taiwan’s labor laws and regulations to protect the rights and interests of employees. We ensure fair treatment and opportunities for all employees, provide job opportunities for the physically and mentally challenged as well as members of disadvantaged groups, and participate in industry-academic internship programs promoted by the Ministry of Education to cultivate the talents we need.

	Female	Male	Total
<b>Number of Employees</b>	411	850	1261
<b>Number of workers employed on a permanent basis</b>	308	588	896
<b>Number of temporary workers</b>	103	262	365
<b>Number of workers with no guarantee of hours of work</b>	0	0	0
<b>Number of full-time employees</b>	411	850	1261
<b>Number of part-time employees</b>	0	0	0

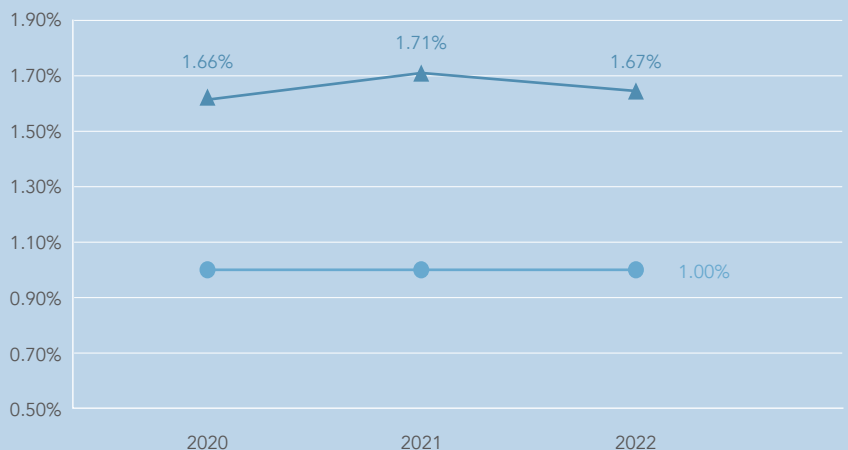


\*Number of employees as of December 31 of the year  
 \*All work locations are in Taiwan

Our employees in 2022 numbered 1,261, a increase of 0.25% compared to last year (1,230 employees). In 2022, the number of non-managerial full-time employees was 1,181 (same as 2021). In 2022, there were no part-time employees, with all major positions filled by full-time employees. 67.41% of employees were male, and 32.59% were female, which did not show a marked difference from last year.

### Employment Rate of People with Disabilities

- ▲ Employment Rate
- Regulatory Requirements



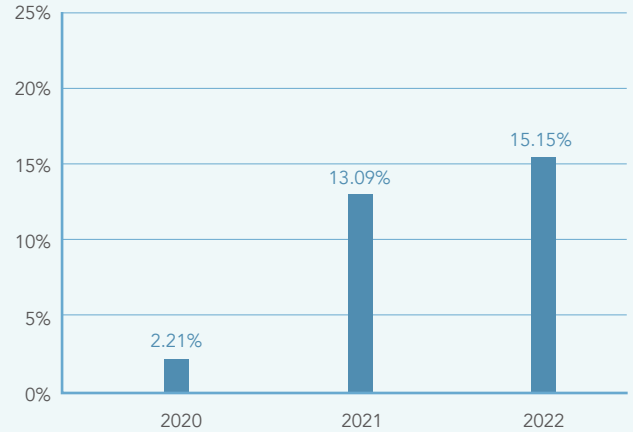
In 2022, a total of 21 people with physical or mental disabilities were employed, exceeding the 1% (13 people) stipulated by government regulations.

**Analysis of New and Departed Employees**

**New employee recruitment rate**

With the relaxation of domestic and international control measures in late June 2022, the number of local and expatriate employees increased slightly, with a total of 191 new employees (126 male and 65 female employees) in 2022, representing an increase in the new employee rate of 15.15% (compared to last year's new employee rate of 13.09%).

2022		≤ 30 years old	31-49 years old	≥ 50 years old	Subtotal
Male	Number of People	68	52	6	126
	Percentage	5.39%	4.12%	0.48%	9.99%
Female	Number of People	30	34	1	65
	Percentage	2.38%	2.70%	0.08%	5.15%
Total	Number of People	98	86	7	191
	Percentage	7.77%	6.82%	0.56%	15.15%

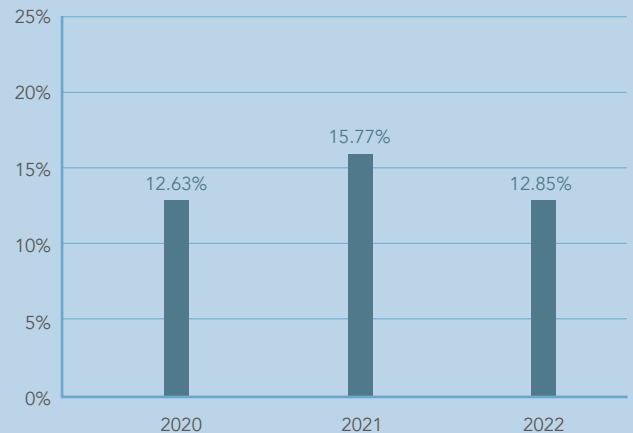


Note 1: Employment rate = Total number of new employees/total number of employees  
 Note 2: Includes foreign migrant workers who have completed their three-year term of employment, and excludes non-official staff (cooperative education students, part-time student workers).

**Employee Resignation Rate**

The pandemic gradually subsided in the second half of 2022, and staff turnover was more stable. The overall turnover rate was lower than that of the previous year, with a total of 162 departures (112 male and 50 female employees), representing a turnover rate of 12.85% (compared to last year's turnover rate of 15.77%).

2022		≤ 30 years old	31-49 years old	≥ 50 years old	Subtotal
Male	Number of People	39	65	8	112
	Percentage	3.09%	5.15%	0.63%	8.88%
Female	Number of People	16	31	3	50
	Percentage	1.27%	2.46%	0.24%	3.97%
Total	Number of People	55	96	11	162
	Percentage	4.36%	7.61%	0.87%	12.85%



Note 1: Resignation rate=Total number of departed employees/total number of employees  
 Note 2: Includes foreign migrant workers who have completed their three-year term of employment, and excludes non-official staff (cooperative education students, part-time student workers).