

2023 Serving the Community

- ✚ The Company implements a multi-employment policy to enhance employment opportunities for domestic workers. It uses open recruitment channels and equal employment opportunities to attract and retain outstanding talents. In addition, there are various employment promotion measures such as assisting the society to hire specific targets, such as providing a channel for the unemployed to re-employ. The current employment targets include the disabled, military retired, the unemployed, aborigines, interns, etc.
- ✚ Actively promote industry-university cooperation, provide 15 to 30 interns each year, about 18 partner universities and about 6 vocational high schools. It has short-term option in 2-month summer vacation and long-term option of half-year or 1-year. The latter has a salary during the internship and study period, and after graduation, according to the performance during the internship period, it has the opportunity to be preferentially admitted or turned into a full-time employee.
- ✚ The Company conducts training courses for aircraft maintenance technicians in the pre-employment training plan, and continues to supplement manpower internally in response to long-term development. Outside the job market, there can also be more learning opportunities for job seekers who are interested in aircraft maintenance, training and employment program can be implemented. After training, those who pass the training can become full-time employees.

➤ The number of interns and trainees over the years is as follows:

Year	2019	2020	2021*	2022	2023
Interns	16	46	1	9	5
Trainees	37	19	8	15	16

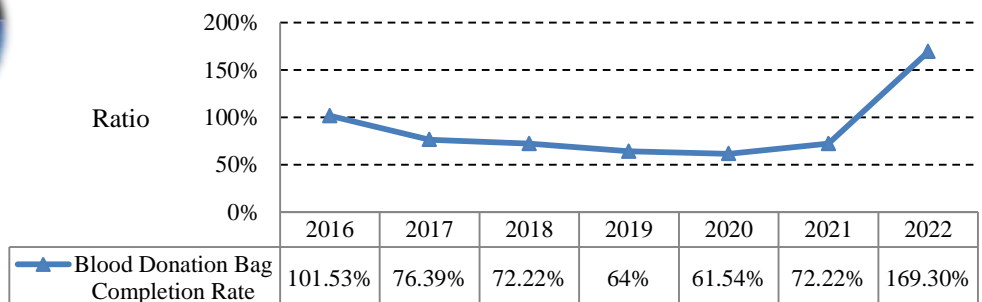
*: Affected by the second-level alert of the COVID-19 epidemic, internship and training activities are suspended.

- ✚ Regular blood donation activities are held every year, and Chairman Lu takes the lead in donating blood. In 2023, the Tainan Plant has donated 632 bags of blood.



Chairman Lu took the lead in donating blood

The Completion Rate of Blood Donation Bags Over the Year



- ✚ Hold high-quality student industry visits and workplace experience-related activities, and provide academic teaching resources and practical techniques to take root in aerospace education. The number of visitors is 534 in 2020, 212 in 2021, 129 in 2022 and 164 in 2023.
- ✧ In 2016, 2017, 2020, 2021 and 2022, the aircraft maintenance department of YU TE Industrial and Home Economics Vocational High School visited.
- ✧ In 2016, the Department of Microelectronics Engineering, National Kaohsiung Marine University visited.
- ✧ From 2019 to 2020, the Aircraft Maintenance Division of Kaohsiung Dah Yung Senior High School visited.
- ✧ In 2019 and 2021, HuaTe Vocational High School of Technology & Home Economics visited.
- ✧ In 2019 and 2020, the Department of Transportation and Communication Management Science (TCM) of National Cheng Kung University visited.
- ✧ In 2020, the Department of Aviation Mechanical Engineering of China University of Science and Technology visited.
- ✧ In 2020, the Department of Aeronautical Engineering of National Formosa University visited.
- ✧ In 2021, the EMBA Society of National Changhua University of Education visited.
- ✧ In 2021, Department of Aircraft Maintenance of Fan Shu Vocational School visited.
- ✧ In 2022, the Aircraft Maintenance Division of Kaohsiung Dah Yung Senior High School visited.
- ✧ In 2023, the Department of Aeronautical Engineering of Chaoyang University of Technology visited.



The Department of Aviation Mechanical Engineering of China University of Science and Technology visited

- ✚ Assist military schools in planning off-campus trainee activities in the aviation maintenance industry.
 - ✧ In 2019, the regular research class of the Army Command and Staff College of the National Defense University R.O.C. visited.
 - ✧ In 2020, the Department of Management of the Air Force Institute of Technology visited.



The Department of Management of the Air Force Institute of Technology visited

- ✚ Enthusiastic education presented Sino Swearingen SJ30-2 model display cabin and display cabin seats.
 - ✧ In 2014, it was presented to China University of Science and Technology.



- ✚ Actively participate in the promotion and development of occupational safety and health.
 - ✧ 2020 certificate of appreciation for the exchange activities of the “Occupational Safety and Health Promotion and Development Seminar” of the Occupational Safety and Health Administration of the Ministry of Labor.
 - ✧ 2021 certificate of appreciation for the exchange activities of the “2021 Post-epidemic Occupational Safety and Health Sustainable Development Seminar” organized by the Occupational Safety and Health Administration of the Ministry of Labor.
 - ✧ In 2021 and 2022, the Company was awarded the certificate of appreciation for the safety and health family by the Bureau of Labor Affairs, Tainan City Government.
 - ✧ In 2023, the Company was awarded the Excellent Safety Culture Promotion Unit, Safety and Health Family Performance Evaluation Excellence Award and the certificate of appreciation for Good Performance in Safety and Health Family by the Bureau of Labor Affairs, Tainan City Government. It was also awarded the Excellent Unit in Security Maintenance Work by the Security Inspection Institution, National Police Agency. And the certificate of appreciation for the Tainan City All-out Defense Mobilization (Min'an No. 9) drill.
- ✚ Donate housing repairs for vulnerable workers.
 - ✧ 2020 certificate of appreciation from Tainan City Labor Volunteer Service Association.
- ✚ Assist the Tainan City Government in handling social welfare, such as donating NT\$35,050 to the Huashan Social Welfare Foundation for Dragon Boat Festival in 2020, donating NT\$12,500 to Lunar New Year, and donating NT\$32,800 to disadvantaged families at the Labor Affairs Bureau; donating to the Huashan Social Welfare Foundation for the Lunar New Year in 2021 NT\$21,650 and donated 40 blankets to the Southern Tainan City Branch Office of Taiwan Fund for Children and Families; donating NT\$21,650 to the Huashan Social Welfare Foundation for "Love the Elderly and Love Reunion" activity in 2022.
 - ✧ Certificate of Appreciation from Tainan City Government for assisting in the promotion of Sheltered Workshop products in 2020.
 - ✧ Certificate of Appreciation from Tainan City Government for ordering Mid-Autumn Festival gift boxes from Shelter Workshop in 2020 and 2021.
(Note: About 1,000 gift boxes are ordered each year.)
 - ✧ 2021 Certificate of Appreciation from Tainan City Government for Mid-Autumn Festival Gifts to vulnerable labor families.
 - ✧ Certificate of Appreciation from Tainan City Government for the successful promotion of local agricultural special products in 2021.
(Note: Ordered 1,070 boxes of mangoes and 933 boxes of pineapples.)
 - ✧ Certificate of Appreciation from Tainan City Government for assisting in the promotion of Sheltered Workshop products in 2022.
(Note: About 1,000 gift boxes are ordered.)
 - ✧ Donate NT\$100,000 to Veterans and Dependents Foundation in 2023.

- ✧ A certificate of appreciation from the Tainan City Government for ordering a Mid-Autumn Festival gift box for the sheltered workshop in 2023. The Mid-Autumn Festival gift boxes are given to disadvantaged groups and victims of occupational disasters, and also allow employees in sheltered factories to have stable employment.
(Note: Approximately 1,000 boxes of gift boxes are ordered every year)
- ✧ In 2023, the Company participated in the Three Merchants Qiaofu bag-passing-love campaign to respond to the Child Welfare League Foundation's fund raising plan for disadvantaged children and adolescents, with a total of 84 bags worth NT\$8,316.
- ✧ In 2023, the Company subscribed to the Huashan Social Welfare Foundation for The Spring Festival food donation activity in response to the "Love the Elderly, Love Reunion" New Year's food charity. "Donate New Year's food to help orphans and the elderly" totaling NT \$35,500.
- ✧ Donations for the 2023 Türkiye earthquake disaster were NT\$94,423.

