

## Wieson Technologies Co., Ltd.

### Employee Concern

People is one of the most important resources behind the steady growth of Wieson Technology. Wieson Technology strives to provide challenging, innovative and interesting work environment that pays fair wages and respects human rights. In order to create this type of environment, Wieson Technology provides generous salary and benefits and continually introduces a variety of work and lifestyle programs to take care of the physical, mental and emotional health of our personnel. Comprehensive instruction & training system and employee development plans are used at work to assist our employees to improve our professional skills and achieve self-growth which serves as a major force behind our company sustainable development.

(1) Employee structure In order to accommodate plant expansion requirements for the group, Wieson Technology use a diverse recruitment channels to employ professional talent in various fields to form the human capital at each business unit and create local employee opportunities. By embracing the concept of using personnel based on merit, our company uses the most suitable person at the site of business. As of 2011, Wieson Technology employed a total of 2,824 people. Of these, 168 were supervisory personnel and 132 were R&D personnel.

(2) Respect for human rights Wieson Technology recruits personnel based on work ability and treats all personnel fairly regardless of the gender, religion, race, nationality or parties. It is clearly stated in our employment policy that all applicants and personnel shall be treated fairly by our company during recruitment, employment, development, evaluation and compensation. Wieson Technology believes that each employee should receive fair treatment and respect, all applicants and employees should have enjoy equal work opportunities and guarantee the basic human rights of personnel. Besides striving to maintain and respect internationally recognized human rights (including the Universal Declaration of Human Rights and the core worker standards in the ILO basic convention), our company has established a human rights policy that communicates company ethics and social values to customers, suppliers, investors and the community.

Use of child labor is prohibited According to Taiwan's Labor Standards Act, employers may not employ persons under the age of 15 to engage in work.

Persons aged over 15 and under 16 years of age may not engage in strenuous or hazardous work. Our company complies with government's labor regulations and does not employ people that are under 16 years of age.

(3)Employee development Following an employment development strategy of continuous study is a critical factor behind the success of Wieson Technology. This is especially important in the extremely challenging economic environment of today. Our company provides a broad range of learning opportunities and resources and creates personal development plans for personnel based on individual career development requirements and company needs.

Development and training plan: Wieson Technology provides a diverse range of employee development activities and resources such as:

Mid and high level management training: Customized training development activities based on supervisor management expertise and management responsibility including base level management core courses, middle level management core courses, high level management core courses, general courses and a diverse range of other elective courses. All training courses pass through strict planning, design and quality management in order to further refine the leadership and management qualities of supervisory personnel.

General training: Refers to various language training, personal efficiency management series courses and overall company and various level general training activities held in accordance with government regulations and company policy such as industrial safety training courses, safety & health training courses, fire prevention training courses, environmental quality training courses and plant emergency response training courses.

Professional / job skill training: Refers to the skill and professional training required by each job section such as: equipment engineering courses, process engineering courses, accounting courses, wireless communication courses and information technology courses.

New personnel training: Newly arriving personnel at Wieson Technology receive new personnel orientation training including classroom training and department job orientation to understand the core values of the company and their future work environment. In addition, our company actively assists new personnel to quickly familiarize themselves with our environment and culture.

(4)Overall compensation Peoples are the most important resource of Wieson Technology. Because of their exceptional performance, we offer all employees with overall compensation that is superior to industry standards. Our company has

adopted employee profit sharing concepts to attract, retain, development and motivate exceptional talent. Wieson Technology has introduced various bonus and employee profit sharing programs to encourage exceptional performance among our employees. Bonus amounts and issuance are determined based on profitability, employee KPI and organization target achievement.

Wieson Technology strives to provide a comprehensive welfare program to take care of our employees. Our company's personnel enjoy the following welfare items:

**Comprehensive insurance plans:** In addition to providing labor insurance and national health insurance coverage to all employees in accordance with the law, our company also offers group comprehensive insurance including injury insurance, medical insurance, cancer insurance to give extra protection to our employees.

**Flexible leave / work scheduling system:** Our company's flexible leave system makes it convenient for employees to schedule their leave time during the year. In addition, we offer more types of leave than required by law. Leave can be flexibly scheduled worry-free when needed by employees.

Employee retirement rules for the company have been established that comply with the Labor Standards Act and Labor Pension Act. The sound financial system at the company ensures that retirement funds are steadily disbursed and paid out which encourages employees to serve the company for a long period.