



成霖企業股份有限公司
Globe Union Industrial Corp.

List the company's employee welfare measures, continued education, training, retirement regulations and their actual implementation, along with employer-employee agreements, and measures for protecting employee rights:

(A). Employee welfare

Employees are provided with best care and protection. Insurance is purchased for them as required by National Health Insurance and Labor Insurance laws and regulations; various matters concerning them are taken care of according to the Labor Standards Act, National Health Insurance Act, and Labor Insurance Act. In addition, group accident insurance is planned for employees in order to increase overall protection for employees.

Our Company uses the annual "HR Evaluation Committee" to conduct objective assessments and provide employees with fair opportunities for promotion.

Annual bonus, employee compensation (in accordance with the Company's Articles of Incorporation), birthday bonus, childbirth, marriage, bereavement and holiday bonuses, scholarships for employees and their children, group travel subsidies, Dragon Boat and Mid-Autumn Festival bonuses, annual company banquet, annual physical examination, and sound fitness equipment and facilities, among others.

Related labor management measures are in compliance with applicable laws and regulations of the government, such as the Labor Standards Act, the Act of Gender Equality in Employment, the Occupational Safety and Health Act, and the Labor Insurance Act. In addition, to accommodate smooth communications between the employer and the employees, the Shenzhen Plant has set up a labor union; it is an independent organization that voices and expresses ideas on behalf of employees. At the headquarters, there is the employee welfare committee, which also functions independently to handle matters concerning employee welfare. These arrangements sufficiently demonstrate employees' right to association and negotiation.

(B). Employee development and training

In order to strengthen employees' knowledge, skills, and attitude at work that are required for them to carry respective tasks so that they can fulfill duties given upon them and goals of their tasks, there are the Employee Training Management Regulations for governing purpose that shall be precisely enforced.

During 2016, a total of NT\$15,815 thousand was spent on education and training, including 442 internal and external training sessions throughout the year that added up to 51,690 hours; a headcount of 29,372 people received the training.

Continuing education for managers:

Name	Date	Organizer	Course Name	Hour
Scott Ouyoung	2016.04.22	Securities & Futures Institute	"2016 Corporate Governance Forum – Insider Trading and Corporate Social Responsibility" Workshop	3
	2016.12.30	Taiwan Corporate Governance Association	Try one's best to do what was entrusted? - Something about Practical Obligations of Directors/Supervisors as Trustees	3
Yuli Chou	2016.04.22	Securities & Futures Institute	"2016 Corporate Governance Forum – Insider Trading and Corporate Social Responsibility" Workshop	3
Anthony Chou	2016.08.10	Ernst & Young	New Era for Overseas Investment Across the Strait Covering Three Places — Workshop on New Opportunities under BEPS	4
	2016.09.20	PwC Taiwan	Keynote Speech on Things Financial Supervisors Must Know	3
	2016.12.12 ~ 2016.12.13	Securities & Futures Institute	Professional Development Course for Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges (12hr) Practice	12

Vice President Chu-Wan Hong left the Company on April 8, 2016.

(C). Retirement system

The retirement plans of our Company and its subsidiaries in Taiwan are applicable to all formally hired employees. In compliance with the Labor Pension Act, our Company defines its appropriation plan and follows the plan by setting aside 6% from each employee's salary on a monthly basis to the personal pension account with the Labor Insurance Bureau. All the pension funds are under the management of the Labor Pension Fund Supervision Committee and saved in the dedicated pension account in the name of the Labor Pension Fund Supervision Committee. They are completely separated from the Company and local subsidiaries. The pension plans and the allocation of funds to related pension managers for the Group's subsidiaries in other countries are to be based on local regulatory requirements. In 2016 one employee retired under the old pension scheme. The appropriate pension was paid by the Company in accordance with the pension rates set out under Article 55 of the Labor Standards Act.

Transition to requirements under the new pension scheme according to the Labor Standards Act: The value of pension to be paid upon retirement is calculated with the base number of years in service and the mean monthly salary approved at the time of retirement. For the first fifteen (or less) years of service, 2 points are given for every year of service. For additional years of service 1 point is given for each year. The maximum number of points is 45. Contributions equal to 2% of the total salary to the pension fund every month are deposited under the name of the Labor Pension Fund

Supervision Committee in a dedicated account with the Bank of Taiwan. Before the end of each year, our Company and local subsidiaries calculate the balance of the aforementioned labor pension fund. If the balance is insufficient to pay the estimated pensions of employees eligible for retirement in the following year, a lump-sum payment is made before the end of March of the following year to make up for the difference.

(D). Measures for protecting employee rights

Our Company's employee management policy complies with the Labor Standards Act and the relevant labor regulations. Internal management regulations are updated to reflect regulatory changes as necessary to ensure that employee rights are protected. Various mechanisms for periodic communications with employees are in place to ensure that employees understand respective operating policies of the Company: Besides the email box available for employees to provide feedback (gu.careyou@globeunion.com), our Company uses electronic notices, monthly "Birthday Party" events, regular employer-employee meetings required by law as well as briefings on current activities for the year and planning for the following year to keep employee up to date on company affairs.