

## Summary of Unpaid Parental Leave in Taoyuan Operation Center in 2022

1. Dynamic fully supports parental leave. After six months of employment, employees can apply for parental leave in accordance with the **Act of Gender Equality in Employment** and the **Regulations for Implementing Unpaid Parental Leave for Raising Children without Pay**. Both primary and non-primary caregivers can also apply for a subsidy of up to six months for parental leave allowance (calculated at 60% of the average insured salary over the past six months).

2. Flexible working hours

If employees are caring for children under the age of three, they may reduce their daily working hours by one hour (without requesting compensation) or adjust their work hours accordingly.

Description	Male	Female	Total
	Number of people	Number of people	Number of people
Total number of employees entitled to parental leave	1	0	1
Application for unpaid parental leave	0	0	0
(1) Persons to be reinstated in 2022	0		
(2) Reinstated persons in 2022	0		
Reinstatement rate=(2)/(1)	NA		
(3) Reinstated last year	0		
(4) Having been reinstated for one year	0		
Retention rate=(4)/(3)	NA		

## 2022 Kunshan/Huangshi Plant Maternity Protection Plan

The unpaid childcare leave has not been institutionalized in Mainland China so far. As such, the following maternity protection program is still adopted at the Kunshan and the Huangshi Plant:

- The number of people who are pregnant is tallied monthly and those who have been pregnant for seven months and longer are followed. They may not work night shifts or overtime. Meanwhile, their employer is reminded of adequately transferring them to other posts than engaging them in strenuous physical tasks.
- The mother is entitled to 128 days of maternity leave while the father 15 days of paternity leave.
- Lactating mothers are entitled to an hour of paid breastfeeding leave a day up to the one-year-old birthday of the child.

Plant	Pregnant for seven months and more (number of people)	Maternity leave/number of people	Maternity leave/days of leaves	Paternity leave/number of people	Paternity leave/ days of leaves
Kunshan Plant	2	39	4992	31	465
Huangshi Plant	5	23	2944	34	510
Total	7	52	4936	65	975