

## Bloomberg Gender-Equality Index Key Performance Indicators

\*The information provided below covers 98.4% of our workforce.

KPI	2022 Data	Supplementary Information
<b>Leadership</b>		
Percentage of women on company board	14.29%	<a href="#">2022 Annual Report</a> (Page 40)
Chairperson is a woman	No	
Gender balance in board leadership	0%	
Chief executive officer (CEO) is a woman	No	
Woman chief financial officer (CFO) or equivalent	No	<a href="#">2022 Annual Report</a> (Page 40)
Percentage of women executive officers	16.67%	<a href="#">2022 Annual Report</a> (Page 40,41)
Chief diversity officer (CDO)	No	

KPI	2022 Data	Supplementary Information
<b>Talent Pipeline</b>		
Percentage of women in total management	13.6%	<a href="#">Workforce Gender Breakdown Data</a>
Percentage of women in senior management	22.2%	<a href="#">Workforce Gender Breakdown Data</a>
Percentage of women in middle management	13.6%	
Percentage of women in non-managerial positions	37.9%	
Percentage of women in total workforce	35.5%	
Percentage of women total promotions	26.9%	
Percentage of women IT/Engineering	24.6%	
Percentage of new hires are women	37.8%	
Percentage of women attrition	30.7%	
Time-bound action plan with targets to increase the representation of women in leadership positions	Yes	Target % of women in total management: 15% Target year: 2025
Time-bound action plan with targets to increase the representation of women in the company	Yes	Target % of women in total workforce: 30% Target year: 2025

KPI		
Pay		
Adjusted mean gender pay gap	Male : Female = 1 : 0.95	The adjusted mean gender pay gap is calculated by taking a weighted average of the mean gender pay gap for managerial staff and non-managerial staff. This data reveals that there is virtually no salary disparity between men and women at the same job level. The larger gap in the gender pay gap in the raw data for the next question is primarily due to the lower representation of women in managerial positions.
Global mean (average) raw gender pay gap	Male : Female = 1 : 0.85	
Time-bound action plan to close its gender pay gap	No	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes	

KPI		
Inclusive Culture		
Number of weeks of fully paid primary parental leave offered	23.3 weeks	<p>Our employees are located across Mainland China and Taiwan. All employees in Mainland China are entitled to 98 days of maternity leave, and depending on the specific province's government regulations, additional maternity leave days may be available. For instance, in Guangdong Province, in addition to the standard 98 days of maternity leave, an additional 80 days of maternity leave can be granted.</p> <p>Guangdong, China:  <b>25.4 weeks (178 days)</b>            Jiangsu, China:  <b>22.6 weeks (158 days)</b>            Hebei, China:  <b>22.6 weeks (158 days)</b>            Taiwan:  <b>8 weeks (56 days)</b></p> <p>% of employees in Guangdong: 31.2%            % of employees in Jiangsu: 32.4%            % of employees in Hebei: 33.2%            % of employees in Taiwan: 1.6%</p>

		Utilizing a weighted average calculation based on the percentage of employees in each location, our firm-wide fully paid primary parental leave weeks count is 23.3 weeks.
Number of weeks of fully paid secondary parental leave offered	2.1 weeks	<p>Guangdong, China: <b>2.1 weeks (15 days)</b></p> <p>Jiangsu, China: <b>2.1 weeks (15 days)</b></p> <p>Hebei, China: <b>2.1 weeks (15 days)</b></p> <p>Taiwan: <b>1 week (7 days)</b></p> <p>% of employees in Guangdong: 31.2% % of employees in Jiangsu: 32.4% % of employees in Hebei: 33.2% % of employees in Taiwan: 1.6%</p> <p>Utilizing a weighted average calculation based on the percentage of employees in each location, our firm-wide fully paid primary parental leave weeks count is 2.1 weeks.</p>
Parental leave retention rate	73.4%	
Back-up family care services or subsidies through the company	Yes	<p><b>Multiple births subsidies:</b> Employees with a minimum of 5 years of seniority are eligible for subsidies if they have three, four, or five children, with varying levels of support available for each case.</p> <p><b>Family care subsidies:</b> All employees can apply for subsidies from the company if their family members face financial difficulties due to illness.</p>
Flexible working policy	Yes	<p><b>Flexible working hours:</b> <a href="#">2022 ESG Report</a> (Page 70) To support female employees during the nursing period and enable them to balance work and family, they are allowed to leave work 1 hour earlier each day. This provides them with more time to spend with their children, fostering stronger parent-child relationships.</p> <p><b>Working from home:</b> If an employee's job responsibilities can be effectively carried out from home and they meet the eligibility criteria, they may request remote work from the highest departmental authority. Once approved by the supervisor, they can proceed to apply for a VPN office account.</p>

Employee resource groups for women	Yes	Avary has established a labor union in its Mainland China campus, with 100% of its employees being protected by the union. Within the union, we have also formed a Women's Committee composed of female members, dedicated to advocating for the rights and welfare of female workers, addressing issues encountered by women in managing work-life balance, and speaking out on matters related to female employment and compensation.
Unconscious bias training	Yes	Anti-discrimination awareness training, including unconscious bias training, is conducted as part of the annual new employee orientation, management training, and training for all employees. In 2022, a total of 63,091 individuals were trained in anti-discrimination and anti-sexual harassment training.
Annual anti-sexual harassment training	Yes	<a href="#">2022 ESG Report</a> (Page 68) We've developed the "Regulations for Preventing Sexual Harassment and Discrimination Management" to proactively address sexual harassment. This includes conducting annual training assessments at all employee levels and conducting monthly on-site audits through both random visits and telephone interviews. In 2022, a total of 63,091 individuals were trained in anti-discrimination and anti-sexual harassment training.