

## 2023 TCI Training Program Overview

In 2023, our training initiatives were structured into various categories, including "Professional Development," "Business Skills," "General Education," "Legal Compliance," "Manufacturing Practices," and "ESG Sustainability." Additionally, we introduced new courses focusing on digital transformation and AI workshops. A total of 552 sessions were conducted, comprising 257 physical classes and 295 digital sessions. The total expenditure, encompassing general training, external programs, and continuing education scholarships, amounted to approximately NT\$2,066,370. The cumulative training hours reached 36,118.93, with 32,962 overall participations, averaging 30 hours of training per person, and achieving a 100% participation rate. The satisfaction rates for all courses exceeded 98.1%. Aside from our corporate offerings, employees were encouraged to propose their own development plans, illustrating the relevance of their chosen training to their roles. Upon approval, employees received full tuition reimbursement for participating in external training and study programs. In 2023, 2 employees received continuing education scholarships, totaling NT\$342,852, with an average subsidy of NT\$171,462 per recipient.

### Training Hours

	Management		Professional Jobs		Total	Number of trainees as a percentage of total employees
	Male	Female	Male	Female		
Number of Employees	60	55	404	366	885	<b>100%</b>
Total Training Hours	2044.83	1909.11	17941.15	14193.71	36,118.93	
Average Training Hours	30	32	30	31	30.43	

### Training Hours per Capita (hours)

2019	2020	2021	2022	2023
15.2	20	26.9	23	30.4

### Annual Expense for Employee Education and Training (NT\$)

Item	2018	2019	2020	2021	2022	2023
General Training and Seminars	355,750	1,050,173	756,361	696,342	535,242	850,588
External Training	294,854	716,180	973,106	767,246	1,581,280	872,930
Scholarship for further studies	89,022	227,713	282,054	271,578	536,592	342,852
Total	729,626	1,994,066	2,011,521	1,735,166	2,653,114	2,066,370

## Course content

Items	Content Overview	Participants	Rank
TCI Academy	Company development direction, the TCI 8 Spirits of enterprise, core values, and TCI leadership science	All employees	All
Technical Course	Introduction of our patented technology	Dedicated department R&D departments Business departments	All
Product Course	Product knowledge, formula design, proposal design, packaging artwork	Dedicated department R&D departments Business departments	All
Raw Materials Course	IBD raw material knowledge and application	R&D departments Business departments	All
Sales Course	Product selling points, sales tips, experience sharing	Business departments	All
Industry Analysis Course	Monthly special reports, TCI Industry Weekly and Monthly	All employees	All
Legal Course	Legal disputes, trade secrets, contracts and trademark practices	All employees	All
Process Course	Business process, delivery confirmation, product development process, MES	All employees	All
General Course	Knowledge forums, health nutrition, English classes, tax filing courses	All employees	All
Factory Course	Production line advantage, manufacturing, quality management	All employees	All
Information Security Course	Phishing intrusion, social network and information security, information life and its risk management, protection of personal privacy	All employees	All
Market Trends Course	ESG Sustainability and AI Digitalization	All employees	All