

采鈺科技

退休金制度與其實施情形：

本公司依勞動法規成立「勞工退休準備金監督委員會」，針對適用勞退舊制之員工，固定提撥「勞工退休準備金」，存入以該委員會名義成立之台灣銀行專戶，並由該委員會負責管理監督及審核退休準備金相關事宜。針對適用勞退新制之員工，則依「勞工退休金條例」，按其每月薪資百分之六提撥至勞工保險局之個人退休金專戶。

VisEra

Retirement system and the status of its implementation：

The Company has established the "Supervisory Committee of Labor Retirement Reserve" in accordance with labor laws and regulations. For the employees to whom the old labor retirement system applies, the "Labor Retirement Reserve" will be appropriated regularly and deposited in a special account at the Bank of Taiwan in the name of the committee. The committee is responsible for managing, supervising, and reviewing matters related to the retirement reserve. For employees to whom the new labor retirement system applies, six percent of the employee's monthly salary shall be appropriated to their Individual Labor Pension Account of the Bureau of Labor Insurance as per the "Labor Pension Act".