

## Implementation of Human Rights Education and Training

At FICG, all employees, including direct and indirect staff, receive annual training and advocacy to align with the latest policies and human rights trends. This ensures the continuous protection of employee rights, prevents human rights issues, and strengthens employee awareness of human rights. Training is conducted flexibly, combining online courses and in-person sessions, considering employees' work environments and schedules.

### Training Summary

Category	Total Participants	Total Hours
New Employee Orientation	281	779.6
Labor Relations and Counseling	173	281.21
ESG and Human Rights Trends	5	13
Diversity and Inclusion Advocacy	1345	1479.48
Personal Development and Health	133	203.35
Total	1937	2756.65

Special focus was given to educating all employees on the newly implemented Gender Equality in Employment Act. **In 2024, a total of 1,937 employees participated in related training, completing 2,756.65 hours in total.** Detailed course implementation is listed below:

### 2024 Human Rights-Related Training Programs

NO.	Category	Course Name	Participants	Training Hours	Total Participants	Total Training Hours
1	New Employee Training	New employee orientation, including company history, corporate culture, regulations, benefits, and more.	281	779.6	281	779.6
2	Labor Relations & Counseling: Topics such as labor management, employee empowerment, and communication techniques	Essential Labor Management and Labor Relations Skills	1	3	173	281.21
		Building Exceptional Teams: Core Techniques for Employee Empowerment and Feedback	18	108		
		Managing Employee Resistance and Coaching New Hires	1	6		
		Work Instruction and Subordinate Development	2	0.73		
		Upward Management Skills: GAS Workplace Communication by Wang Jie-An	2	2.05		
		Introduction to Agile Management: Growth Strategies for Modern Teams	119	136.91		
		Effective Supervisors: Precise Feedback Techniques	10	2.4		
		Creating Win-Win Outcomes for Managers and Employees	9	9.95		
		Communication Strategies: Building Strong Teams	2	4.78		
		Using Guided Questions to Enhance Recruitment, Development, and Work Outcomes	3	1.2		

		Effective Exit Interviews: Saying Goodbye to Employees the Right Way	2	1.71		
		Team Collaboration, Cross-Department Communication, and Upward Management	2	3.36		
		Intergenerational Workplace Communication	2	1.1		
3	<b>ESG &amp; Human Rights: Courses addressing ESG and human rights advocacy</b>	ESG & DEI Talent Sustainability Action Guide	1	2	5	13
		The Impact of Labor Relations on ESG Sustainability	1	2		
		Human Rights Practices and Development Forum	2	6		
		Deloitte ESG Seminar: Unlocking Organizational Potential Through Talent Development and AI Collaboration	1	3		
4	<b>Diversity &amp; Inclusion Advocacy: Courses on workplace harassment prevention, inclusive environments, and equality awareness</b>	Online Course: Workplace Sexual Harassment Prevention (Employee Rights & Managerial Knowledge)	123	123	1345	1479.48
		Workplace Bullying Prevention and Remedies	1	3		
		Dementia-Friendly Workplace Advocacy Seminar	39	39		
		Creating a Friendly Environment: Workplace Sexual Harassment Prevention and Support	2	1.8		
		Diversity and Inclusion: Overcoming Unconscious Bias to Become an Ally at Work	244	165.53		
		Safe Workplace: Investigating Sexual Harassment Cases and Response Strategies	146	245.86		
		Workplace Sexual Harassment Prevention Strategies and Practices	781	883.66		

		Case Simulations for Workplace Sexual Harassment	8	17.56		
		Essential Workplace Sexual Harassment Prevention	1	0.05		
5	<b>Personal Development &amp; Health: Seminars on mental health, nutrition, and professional growth.</b>	Finding Your Anchor: Balancing Self, Relationships, and Work Seminar	37	55.5	96	203.35
		Nutrition and Weight Management: How to Lose Weight and Maintain Results	25	37.5		
		7-Day Low-Carb Diet Plan: Sustainable Weight Loss	3	0.51		
		Breaking Free from Sleep Debt: Understanding Sleep Basics	40	60		
		Tan Dun-Tzu's Solo Living Course	1	0.08		
		A Courageous Middle-Age: Embracing a Fearless Second Half of Life	1	4.46		
		Overcoming Perfectionism and Self-Doubt	1	4.35		
		Stress Relief Practice: 20 Minutes a Day, 17 Practical Techniques to Regain Balance	4	15.45		
		Healthy Eating for Busy Professionals: Nutrition Tips for Eating Out	3	2.76		
		Key Communication Skills for Career Success: Getting Your Message Across	4	8.71		
		Building Great Relationships: 14 Lessons to Boost Personal Charisma	2	5.9		
		Life Decision-Making: Discovering Your Direction	2	1.93		
		Overcoming Limitations: Finding the Courage to Move Forward	4	1.81		

		Personal Goal-Setting: Paving the Way for Your Career	2	4.58		
		Mastering Emotional Intelligence and Stress Management	2	2.51		
		Tidying Up Hidden Emotions	2	1.6		
Total Participants					1937	
Total Hours					2756.65	