



**MEAN WELL provides competitive compensation and benefits along with a high-quality working environment, promoting industrial economic growth while safeguarding employees' rights.**

#### 4.1 Power of Deep Cultivation

SDGs	Strategy	Mission	Vision
	Provide good salaries and benefits, build a safe and friendly environment, stabilize and attract outstanding talent.	Jointly create a harmonious labor-management atmosphere, enhance the cohesion of employees internally, and attract talent externally.	Diversify talent introduction channels, strengthen the popularity of MEAN WELL in the talent market, and increase the willingness of high-quality talent to join.
KPIs	Target	2023	2024
Off-site employee retention rate	25 80	24 85.19	11 73.68
On-site employee retention rate	70	100 78.6	65 73.8

#### 4.2.3 Salary Policy



##### I Salary bonus

Employee salaries are allocated based on their educational background, professional experience and personal performance, and do not differ due to gender, race, nationality, religion, etc. Mean Well provides salaries that are higher than the industry average. The starting salary for university graduates with electrical/electronic majors in 2024 is NT\$51,000, and the starting salary for university graduates with non-electrical/electronic majors is NT\$44,100. Performance bonuses and year-end bonuses are issued based on annual operating conditions and personal performance.

#### 4.2.4 Employee benefits

The Mean Well Employee Welfare Committee was established in 2001 and has entered its 21st year. The purpose of establishing the Welfare Committee is to allocate and use the welfare funds appropriately and reasonably, aiming to maximize the benefits for all colleagues at Mean Well.

Employees do not need to pay the 0.5% fee on their salaries, which is paid by the company, with an average cost of RMB 25,690 per person.

The scope and content of employee benefits are as follows:

maternity benefits	<ul style="list-style-type: none"> <li>Marriage subsidy</li> <li>Children's education allowance</li> </ul>	<ul style="list-style-type: none"> <li>Child care allowance for children under the age of three</li> <li>Scholarship for children</li> </ul>
Festival greetings	<ul style="list-style-type: none"> <li>Three Festivals Gifts</li> <li>Fruit Gift Box</li> <li>Birthday Gift</li> </ul>	<ul style="list-style-type: none"> <li>Commencement Red Envelope</li> <li>Wedding and Funeral subsidies</li> <li>Injury Emergency Assistance</li> </ul>
leisure facilities	<ul style="list-style-type: none"> <li>Sports Center</li> <li>Activity Center</li> <li>Basketball Court</li> </ul>	<ul style="list-style-type: none"> <li>Rooftop Garden</li> <li>Lactation Room</li> </ul>
life work balance	<ul style="list-style-type: none"> <li>Travel Grant</li> <li>Food Allowance</li> <li>Departmental funds</li> </ul>	<ul style="list-style-type: none"> <li>Spring Activities</li> <li>Social Activities</li> <li>Special Events</li> </ul>

#### Welfare Committee Budget and Final Accounts

year	Number of employees	Budget	Final accounts	Average (NT\$)
2021	360	8,324,000	7,746,390	21,518
2022	360	10,470,000	7,510,390	20,862
2023	360	12,560,000	11,616,902	32,269
2024	360	11,528,000	9,248,383	25,690

Note: Only the information of Taiwan factory is disclosed. No information of Guangzhou factory, Suzhou factory, Netherlands in Europe, California in the United States and Bangalore in India is disclosed.

#### actual distribution

Project/Year	2023 (NT\$)	2024 (NT\$)
Three festival gifts	6,550,372	3,486,000
birthday gift	686,000	674,000
Wedding and funeral subsidies	490,000	490,000
Emergency assistance for injuries and illnesses	16,000	18,000