

## MEAN WELL fosters a quality workplace by promoting post-retirement re-employment, continuing the value of senior talent, nurturing successors, and building a sustainable enterprise.

### 4.1 Power of Deep Cultivation

SDGs	Strategy	Mission	Vision
<div> <div>4</div> <div>QUALITY EDUCATION</div> </div> <div> <div>5</div> <div>GENDER EQUALITY</div> </div> <div> <div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> </div>	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 Decent Work

In alignment with Sustainable Development Goal (SDG) 8 – Promote inclusive and sustainable economic growth, employment, and decent work for all – MEAN WELL continues to strengthen its human resource management practices, cultivating a workplace that is safe, inclusive, respectful, and supportive of personal and professional growth.

To further this commitment, MEAN WELL introduced the Post-Retirement Reemployment Program in 2024. This initiative allows experienced senior professionals to rejoin the workforce, continue leveraging their expertise, mentor future talent, and contribute to long-term organizational resilience and knowledge continuity.

#### I Post-Retirement Reemployment Program

To fully leverage the expertise and experience of senior professionals and enhance workforce flexibility , MEAN WELL has established a post-retirement reemployment mechanism.

Eligible retirees may return to the workplace in roles such as consultants, mentors, or other supportive positions, continuing to contribute their professional knowledges. The company ensures that all rehired retirees enjoy dignified and respectful working conditions throughout their reemployment period.

#### Eligible Candidates :

- Employees who have formally completed the company's retirement procedures in accordance with national regulations.
- Retirees rehired upon review and approval by the competent authority to serve in roles such as consultants, mentors, or other positions involving technical knowledge transfer, problem solving, or guidance.

#### Salary and Benefits Assurance :

- Employees with contracts exceeding one year are entitled to 15 days of paid annual leave (calculated on a pro-rata basis for part-time employees).
- Holiday gifts during the three major festivals are provided at the same level as those given to active employees. Additionally, a bonus system is negotiated based on working days and job responsibilities.
- Salary and bonus standards consider the employee's professional background and contributions upon rehire, ensuring fairness.

#### I Overview of Rehired Employees in 2024

As of the end of the 2025 fiscal year, a total of nine retired employees have been rehired, with contract periods spanning from January 1 to December 31, 2025. Their distribution by function is as follows:

Overview of Rehired Employees in 2024	
Department	Rehired Position
General Manager's Office	SDG Business Management Consultant
Planning Office	Public Affairs Supervisor
Procurement Section	Materials Clerk
Quality Assurance Department	IQC
Quality Assurance Department	Deputy Manager, Quality Assurance
R&D Support	Document Control Supervisor
R&D Support	Flexible Team Technician × 2

Through this program, senior professionals are given the opportunity to reenter the workforce, maintain financial independence, and stay engaged in society. The initiative also promotes effective knowledge transfer within departments and strengthens organizational resilience, underscoring the company's commitment to lifelong learning, value continuity, and people-centered care.

#### I 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 The purpose 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