



We offer competitive salaries, benefits, and a positive work environment to promote economic growth in the industry and safeguard employee rights. Diversify talent recruiting channels, strengthen the popularity of MEAN WELL in the talent market, and increase the willingness of high-quality talent to join, demonstrating the power of deep cultivation.

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	2021	2022
Off-site employee retention rate	80	85.19	73.68
On-site employee retention rate	70	78.6	73.8

4.2.3 Salary Policy



Salary Bonus

Employee salaries are allocated based on their academic background, professional experience and personal performance, without differences due to gender, race, nationality, religion, etc. MEAN WELL provides salaries that are higher than the average level of the industry. In 2022, graduates from Departments of Electrical or Electronic Engineering enjoyed a starting salary standard of NT\$48,900, and non-electrical/electronic department graduate salary standard is NT\$43,200. There are also performance bonuses and year-end bonuses based on annual operating conditions and personal performance.

4.2.4 Employee Benefits

The MEAN WELL Employee Welfare Committee was established in 2001, and it has entered its 21st year since its establishment. The purpose of the Welfare Committee is to distribute and use the welfare funds appropriately and reasonably, aiming to seek the maximum benefit for all MEAN WELL colleagues. Employees are not required to pay into the fund from salaries. The 0.5% fee is paid by the Company, with an average cost of NT\$20,862 per person.

The scope and content of employee benefits are as follows:

Maternity Allowance	<ul style="list-style-type: none"> ● Marriage subsidy ● Children's education allowance 	<ul style="list-style-type: none"> ● Child care allowance for children under the age of three ● Scholarship for children
Festival Greetings	<ul style="list-style-type: none"> ● Three Festivals Gifts ● Fruit Gift Box ● Birthday Gift 	<ul style="list-style-type: none"> ● Commencement Red Envelope ● Wedding and Funeral subsidies ● Injury Emergency Assistance
Leisure Facilities	<ul style="list-style-type: none"> ● Sports Center ● Activity Center ● Basketball Court 	<ul style="list-style-type: none"> ● Rooftop Garden ● Lactation Room
Work/Life Balance	<ul style="list-style-type: none"> ● Travel Grant ● Food Allowance ● Departmental funds 	<ul style="list-style-type: none"> ● Spring Activities ● Social Activities ● Special Events

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

Only data of the Taiwan factory information is disclosed, and not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India

Actual Issuance (NT\$)		
Category/Year	2021	2022
Three Festival Gifts	2,988,897	3,574,018
Birthday Gift	328,000	331,000
Wedding and Funeral Subsidies	305,000	395,000
Injury Emergency Assistance	10,000	32,000