

## FAQs – Questions from Other Stakeholders

### 1. Does Bosideng conduct skills and knowledge development training for all employees?

Yes. The Group has established a talent development and training system that covers all full-time employees to ensure each employee receives systematic training to improve their business skills and career development. We adhere to a "People Positive " philosophy, considering employee development as a key foundation for driving the company' s strategic development.

To support the long-term development of the organization, we offer differentiated and systematic courses that provide employees with professional skills, management capabilities, and sustainable development training. The Group also provides employees with a clear career development path, linking performance evaluations, skill improvement, and promotion opportunities to ensure continuous growth based on their abilities and career plans.

In FY2024/25, 100% of full-time employees participated in training, with a total of 178,100 training hours. Among them, senior management received an average of 14 hours of training, middle management received about 12 hours of training, and non-management employees received about 14 hours of training, covering core competencies required at all levels and positions.

*(Updated on December 5<sup>th</sup>, 2025)*