



HR Announcement No. 09/2026

Subject: Maternity Leave

1. Maternity Leave

1.1 Female employees are entitled to maternity leave for a maximum period of 120 days per pregnancy, including leave for prenatal medical examinations and public holidays occurring during the continuous leave period. The maternity leave period shall commence from the date of leave taken in preparation for childbirth and end when the employee resumes normal work duties. Employees shall receive wages equivalent to normal working-day wages for a maximum of 60 days.

1.2 In the event that a child suffers from illness with risks of complications, abnormalities, or disabilities, female employees are entitled to request additional leave for childcare for a period not exceeding 15 days. During such leave, employees shall receive wages at 50% of the normal working-day wage rate throughout the leave period, provided that a certificate issued by a first-class licensed modern medical practitioner is submitted.

1.3 If a pregnant employee presents a certificate from a first-class licensed modern medical practitioner stating that she is unable to continue performing her current duties, she shall have the right to request her supervisor to temporarily change her job duties before or after childbirth. The supervisor shall consider assigning appropriate duties as deemed suitable.

1.4 In cases where a pregnant employee is unable to provide advance notice of leave for childbirth prior to the leave date, the employee or a related person must notify the supervisor on the first day of absence. The employee shall submit the leave request in the form prescribed by the

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Company, together with a certificate issued by a first-class licensed modern medical practitioner, on the first day of returning to work.

1.5 Employees are entitled to paternity leave to assist their spouse in childbirth for a period not exceeding 15 days per pregnancy, with wages paid equivalent to normal working-day wages. Such entitlement may be used before or within 90 days from the date of childbirth.

This announcement shall be effective from May 25, 2026.

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