

Chapter 4 PROSPERING WITH THE COMMUNITY

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4.1.1. Cultivating Innovation Momentum

Driving startup development

In the early stage of operation, innovative and creative enterprises are mostly faced with bottlenecks such as limited capital, low product awareness, insufficient R&D resources, and incomplete internal systems. In 2014, TPEX set up the GISA, which provides two key services of entrepreneurship counseling and financing channels for innovative and creative enterprises, that is, to help them overcome bottlenecks through the resources of the capital market.

Under the strategic objective of creating a "multi-functional and multi-tiered comprehensive exchange," TPEX actively supports the listing and financing of emerging high-tech industries, creative industries, small and medium-sized enterprises, and micro-enterprises. To promote startup development and social innovation, TPEX has established a special "Social Enterprise" category within the GISA. This initiative aims to encourage social innovation enterprises to apply for listing on the GISA, allowing them to leverage the board's coaching resources to accelerate their growth and enhance their social impact.

As of December 31, 2023, 17 of the 111 GISA companies are classified as social innovation enterprises, accounting for approximately 15% of the GISA-registered companies. Additionally, TPEX organizes matchmaking events from time to time to help GISA registered social innovation enterprises establish cooperation or explore investment opportunities with medium and large enterprises or investment institutions.

Building woman empowerment



There are many female entrepreneurs with abundant innovation energy in Taiwan, and TPEX spares no effort to support female entrepreneurs. To promote communication between female entrepreneurs and nurture their growth, TPEX proactively offers coaching and other resources essential for them to unleash creativity and expand development from the outset of their entrepreneurial journey. Through cooperation with government bodies, TPEX invites female entrepreneurs to promotional or lecturing activities designed to promote the GISA's coaching resources and enhance their financial knowledge, entrepreneurial skills and understanding of global industrial and economic trends, thereby improving their entrepreneurial power and economic prowess.

2023 Women's Entrepreneurial Intelligence Program - Financial Course Workshop

This series of closed-door workshops was designed to assist early-stage female entrepreneurs. The workshops featured renowned accountant Shu Hui Tsai from a top 100 accounting firm, who guided participating female entrepreneurs on interpreting financial statements and practical operations. Additionally, Ai Jan Ho, the division head of TPEX, introduced the resources and systems of the GISA.

2023 Entrepreneurship Salon Online Forum

The series comprised two events, inviting women with entrepreneurial ideas, preparing to start a business, or already in business. The topics covered decoding overseas markets, the new world of net-zero carbon emissions, and more. TPEX introduced the system and resources available on the GISA under the theme "GISA: She Power Entrepreneurship GO."

At the event on August 15, 2023, Chun Sheng Ho, Executive Director of Advantech Co., Ltd. delivered a keynote speech. Ai Jan Ho, the division head of TPEX's Innovation Development Department, led a discussion themed "GISA: She Power Entrepreneurship GO," where she shared experiences with female entrepreneurs like Su Ying Wang, chairperson of AFTA Technology Co., Ltd., and Beatrice Ho, president of Real Locks & Security Co., Ltd.



Organized the Financial Talent Camp to cultivate outstanding securities professionals



Since 2008, TPEX has hosted the "Financial Talent Camp for College Students" annually. The 2023 camp was open for registrations on May 15 and combined online learning and investment portfolio competition to provide flexible learning resources. The event attracted 231 teams from 63 colleges and universities, including cross-school and cross-department teams, and altogether 867 students. 158 teams completed the learning courses and portfolio competition. After preliminary and secondary selections, 10 teams advanced to the finals.



2023 Financial Talent Camp Final and Award Ceremony

The on-site finals and award ceremony were held on October 4. At the award ceremony, TPEX Deputy CEP Chia-chun Kuo noted that this year, the proportion of new account openings among individuals aged 30 and below exceeded 40%, with approximately 19% of this age group's accounts involved in odd-lot trading. This indicates that young investors are actively using the stock market for investment and financial planning. Correct financial knowledge and risk awareness are essential when investing, and it is crucial to be vigilant against financial investment fraud. The proactive learning attitude and teamwork spirit demonstrated by the participants in this competition are highly commendable.

After the event, a questionnaire survey was conducted among the participating students. They unanimously praised the event. Many expressed willingness to participate in future events organized by TPEX or to recommend the event to their schoolmates. Through the four online training courses, most participants gained a better understanding of the capital market operations, TPEX's main business activities, market characteristics, and trading practices. They found the TPEX online investment portfolio competition highly challenging, and acknowledged it positively. Online learning eliminated the need for travel and offered flexibility in scheduling, so they suggested it should be carried on in the future. The participants also suggested the introduction of more financial topics to the curriculum, such as expert investment experience sharing, introduction to foreign capital markets, and analysis of current financial market trends, Taiwan's industry perspectives and macroeconomic trends, as well as asset allocation, and future investment trends like ESG sustainable investment, to help them further enhance their financial knowledge. TPEX has taken these valuable suggestions as reference for future events.

Experience sharing

Experience sharing from the First Place Team in the 2023 "Financial Talent Camp"

This competition taught us the importance of teamwork and collaboration. We also gained a lot of knowledge beyond what we learned in textbooks. I am particularly fond of a quote by Francis Bacon, Many people are successful not necessarily because they are more capable but simply because they are more daring. We are grateful for the fearless efforts we put in during the summer, which allowed us to conclude this journey with a perfect ending.



4.1.2. Actively Supporting Public Welfare

TPEX upholds the spirit of “giving back to the society from which it benefits”, and stipulates in the Donation of Association of Taipei Exchange that a certain percentage of the previous year's after-tax profits must be earmarked for public welfare. Furthermore, TPEX has formulated the “Management Measures for Charitable Donations” that stipulates the implementing principles and mechanisms.

To ensure the proper utilization of donation resources and promote public welfare from multiple perspectives, in 2023, TPEX regularly assessed the needs of various social welfare organizations and public welfare groups in terms of healthcare, disadvantaged groups and social welfare organizations, cultural and sports activities, and the environment, and offered resources to the groups in need after careful evaluation.

CARING FOR THE ELDERLY

TPEX has been sponsoring the “Meal Program for Disadvantaged Elderly Living Alone” of Hondao Senior Citizen's Welfare Foundation to ensure ensure nutritious meals and comprehensive care for the elderly. Additionally, TPEX supports the “Houston Apollo Project (Remote Medical Care Program for Elderly in Rural Areas)” of Yunlin Branch of National Taiwan University Hospital, which aims to reduce the need of seniors to travel for medical consultations and address the inequality due to uneven distribution of medical resources between urban and rural areas. Furthermore, TPEX donates to the China Long-term Care Association's “Care Program for Dependent, Disabled and Mentally Retarded Elderly Living Alone,” enabling their access to comprehensive long-term care services. TPEX aims to provide multi-faceted assistance to ensure all seniors are appropriately taken care of.



MEDICAL SUPPORT

TPEX provides ongoing care for healthcare. In 2023, it donated to hospitals under the Ministry of Health and Welfare, Shuang Ho Hospital, Wanfang Hospital, and Guandu Hospital, etc., and assisted them in replacing or purchasing medical equipment to improve medical quality and enable better medical services to the public. TPEX also donated to the NTU Children's Health Foundation's “Hope Through Children's Health - Children's Intelligent Rehabilitation Program,” aiming to provide more professional and extensive care for sick children. Additionally, TPEX contributed to the fundraising project for the reconstruction of St. Camillus Hospital Penghu, helping to create a better healthcare environment. Furthermore, TPEX donated medical supplies to the Datong Home in Lienchiang County to enrich their medical equipment and benefit the elderly in the area.

To practice the principle of “donate a bag of blood, save a life,” TPEX has co-organized the blood donation activity themed “Finance with Love, No More Blood Shortages” with the Taiwan Academy of Banking and Finance, the Taiwan Futures Exchange, and the Taipei Blood Center, with the support of 12 financial institutions, since 2011. The event in 2023 was held on July 26. To encourage public participation, the event provided scheduled shuttle services and gifts for donors.



Taipei Blood Center presented a banner to TPEX.



DONATIONS TO THE DISADVANTAGED



The Yu-Cheng Social Welfare Foundation initiated the establishment of Yu-Cheng Car Wash Center and the adjacent Yu Cheng Sweet Potato Vine Restaurant. Confronted with challenges such as aging equipment, excessive noise, and stuffy environment, the foundation embarked on a renovation project. TPEX has generously supported the foundation in constructing a "Green Building Sanctuary," that aligns with ecological, energy saving, waste reduction and health indicators in Taiwan's Green Building Assessment System. This sanctuary is designed to provide a welcoming work environment with top-notch facilities for individuals with disabilities. Additionally, TPEX sponsored the Heng-shan Social Welfare Foundation to support low-income families in home repairs, helping them overcome life adversity.

Since 2013, the TPEX has steadfastly supported the 1919 Food Bank's charitable endeavors. In a bid to further bolster its philanthropic initiatives, TPEX has been inviting TWSE/TPEX-listed companies to collaborate in charitable activities since 2015. On December 7, 2023, the "TPEX Family Joins Hands for Charity, Donating Love to the 1919 Food Bank" event was held, donating NT\$2.4565 million and 4,200 kilograms of rice. A representative of the TPEX family expressed gratitude for the platform provided by TPEX, which enabled companies to contribute to society, and would continue to sponsor this meaningful event in line with ESG principles and the belief that "it is more blessed to give than to receive". The event also showcased black soldier flies, demonstrating participants how they can be used to reduce kitchen waste and promote the concept of resource recycling. Moreover, TPEX supports the Taiwan Futures Exchange's "Finance with Love - Food (Real) Bank" joint donation activity, demonstrating its idea of corporate care and fulfilling social responsibility through concrete action and injecting kindness and positive energy into society.



TPEX family jointly supported the 1919 Food Bank.

INCLUSIVE EDUCATION



To encourage the financial industry to fulfill corporate social responsibility, help children of underprivileged families finish school, and offer financial education to promote inclusive finance, the Taiwan Financial Services Roundtable initiated the "Financial Services Industry Educational Charity Fund." TPEX and various financial associations and surrounding peripheral units contributed to this fund.

In line with the educational policy focus on "social care" and assisting economically disadvantaged students, the Taiwan Stock Exchange has been inviting TPEX, the Taiwan Futures Exchange, the Taiwan Depository & Clearing Corporation, and others since 2018 to jointly donate to the "Ministry of Education - School Education Savings Account," to support economically disadvantaged students in their studies.

To help college students from financially struggling families improve their competitiveness in financial employment and find jobs in finance-related industries, the Taiwan Depository & Clearing Corporation established the "College Student Financial Employment Public Welfare Class" with TPEX, the Taiwan Stock Exchange, the Taiwan Futures Exchange, and other financial, securities, and futures units, dedicating resources to economically disadvantaged students and assisting them in financial certifications and job matching in the financial sector.

TPEX also donates to the Taiwan Fund for Children and Families across Taiwan (12 offices in 2023) to support the education of underprivileged students. Furthermore, TPEX has long supported the "Art Zero Distance - Deepening Education Project for Outlying Islands" of the National Theater & Concert Hall, the "Thomas Edison's Adventure" welfare program of the National Taiwan Science Education Center, and the "Vox Nativ Taiwan Music School Education Project" of Vox Nativa Taiwan, to provide rural children in remote areas with access to art, music, and education.

PROMOTING SPORTS AND ARTS



TPEX has a longstanding commitment to supporting the development of sports and fostering a robust sporting culture in Taiwan. We provide resources to school sports in need every year through matchmaking by the Ministry of Education's Sports Administration. In 2023, TPEX sponsored the football team of Shun An Junior High School in Yilan County and the Hua Ren Elementary School's football team in Hualien County. To contribute to Taiwan's cultivation of sports talents, TPEX continues to support event plans or training programs of the Chinese Taipei Football Association and the Chinese Taipei Golf Association.

Moreover, in an effort to bridge the gap between the public and performing arts, and to attract people to art and culture venues, TPEX sponsored the 2023 Projection Mapping Show, the 2023 New Year's Eve Concert "We Are", the Paper Windmill Theatre's "368 Township Children's Art Project, the Public Television Service's "Inside the Arts," and activities by the Chamber Music Society of Taiwan, promoting art and culture in various directions.



"Inside the Arts" Campus Lecture Tour-Hualien Donghua University



the "Art Zero Distance - Deepening Education Project for Outlying Islands" of the National Theater & Concert Hall



4.2

CREATING AN ENGAGING WORKPLACE

4.2.1. People-Oriented Philosophy

Our people-oriented approach

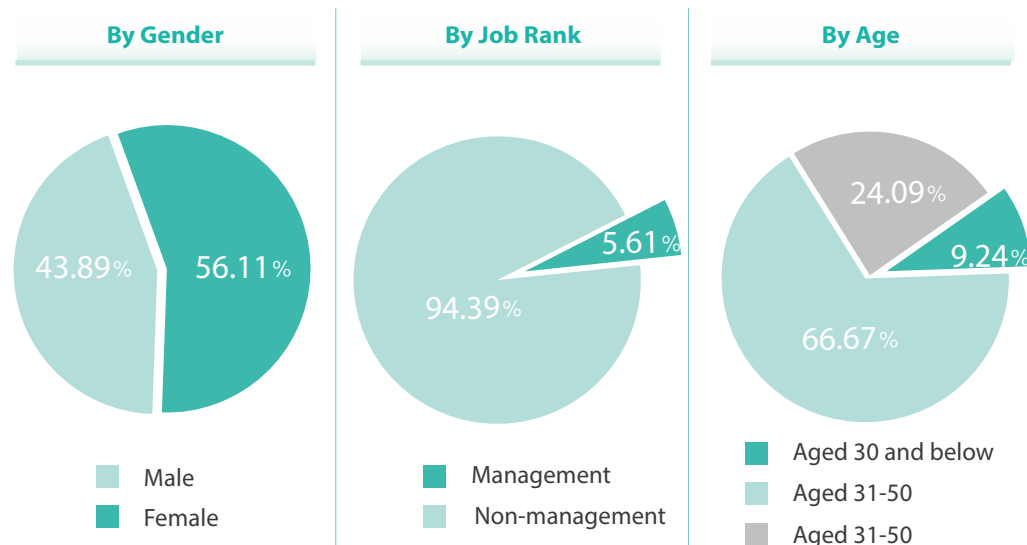
TPEX firmly believes that "talent" is the most important asset of an enterprise. It is our goal to create an enabling environment that allows every employee to feel secure and empowered to make the most of their skills and abilities. To practice the principles of sustainable development and treat all workers with dignity, TPEX not only adheres to labor-related laws and regulations of Taiwan but also recognizes and supports international human rights conventions such as the Universal Declaration of Human Rights, the Ten Principles of the UN Global Compact, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the ILO Convention. TPEX continues to implement human rights protection in accordance with the following guidelines:

- ✓ 1. Diversity, inclusion, and equal opportunity
- ✓ 2. Prohibition of child labor
- ✓ 3. Prohibition of forced labor
- ✓ 4. Create a safe and healthy working environment
- ✓ 5. Promote the physical and mental health and work-life balance of all employees
- ✓ 6. Establish a smooth labor-management communication channel
- ✓ 7. Review and assess relevant human rights policies as appropriate

TPEX offers stable salaries, generous welfare benefits, and a high-quality working environment to attract outstanding talents, hoping to maintain long-term good labor relations, improve employee satisfaction and build an engaging workplace. We have well-designed salary, welfare, education and training systems to retain and foster talents, help them continuously improve professional skills, and give them proper care in life, thereby enabling them to seek common growth with TPEX.

As of the end of 2023, TPEX had 303 full-time employees (all hired under indefinite labor contracts, including 133 male and 170 female), and 20 outsourced personnel (including drivers, security men, cleaners, and attendants, etc, 12 male and 8 female). 100% of the employees (including senior management) are citizens of Taiwan.

Note: The management level refers to the department manager (inclusive) and above, and the senior management level refers to the chief secretary (inclusive) and above.

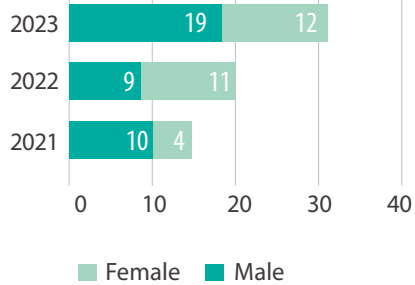


Note: Senior management refers to directors at the level of Chief Administrative Officer and above.

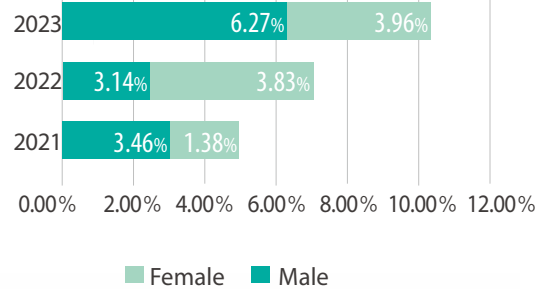
Employment equality

TPEX does not discriminate or differentiate in recruitment, employment, training, rewards, promotion, retirement, or any other aspects based on race, religion, nationality, gender, sexual orientation, or physical or mental disabilities. Salaries for all new recruits are determined based on their academic experience and professional certificates. Employee are treated equally in terms of salary increases and promotions. Those of the same job rank receive the same salaries in accordance with the policy of equal pay for equal work.

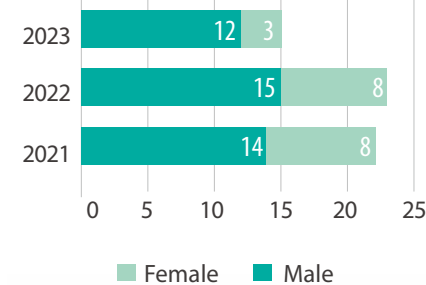
Number of new recruits in the last three years (by gender)



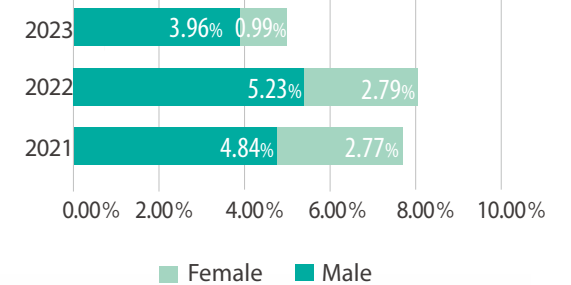
New recruits rate in the last three years (by gender)



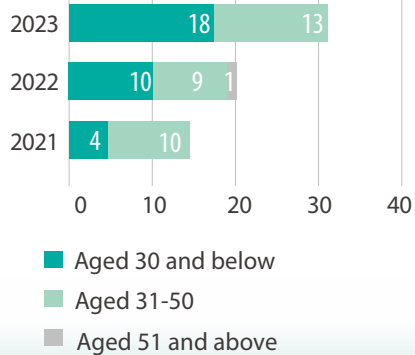
Number of departed employees in the last three years (by gender)



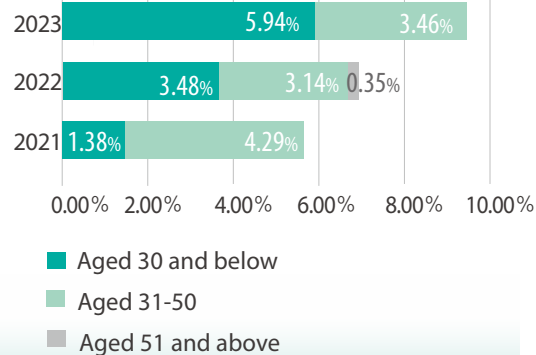
Employees turnover rate (by gender)



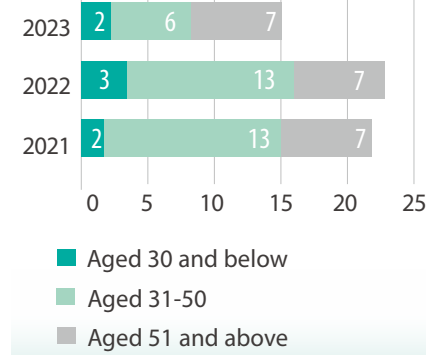
Number of new recruits in the last three years (by age)



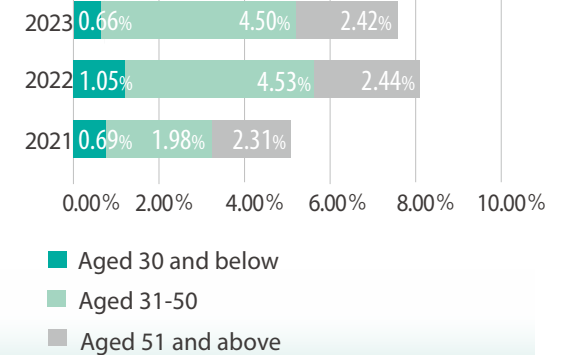
New recruits rate in the last three years (by age)



Number of departed employees in the last three years (by age)



Employees turnover rate in the last three years (by age)



In terms of employee care, TPEX offers every employee the following welfare benefits aside from the statutory rights including labor insurance, health insurance, and maternity leave, etc.



- Group insurance
- Health examination subsidies



- Maternity benefits
- Childcare subsidies
- Daycare subsidies
- Children's education subsidies
- Wedding and funeral subsidies
- Pension benefits superior to the basic protection guaranteed by the law



- Travel subsidies
- Birthday gifts
- Club activity subsidies



- Subsidies for further studies
- Special leave superior to the basic protection guaranteed by the law

TPEX treats the disabled equally with other employees in recruitment, appointment, training, reward, and promotion. From 2020 to the end of 2023, TPEX had six employees, exceeding the statutory requirement in the "People with Disabilities Rights Protection Act" for the employment ratio of persons with disabilities. This demonstrates TPEX's commitment to equal employment.



4.2.2.Compensation and Welfare Support

Labor-management meetings

The TPEX Labor-Management Meetings comprise ten labor representatives and ten management representatives. The labor representatives are those winning the most votes in their departments/offices so that every department has the chance to fully express their opinions. Meetings are convened once every quarter to coordinate labor relations, promote labor-management cooperation, and improve operational efficiency. In 2023, TPEX held four labor-management meetings to discuss issues related to employee education and training. There were no significant special issues.

Employee compensation

TPEX offers employees stable salaries, generous welfare benefits, and a high-quality working environment. In addition to equal opportunities for salary increases and promotions, TPEX provides higher remuneration compared with the basic wage, to enhance employee satisfaction and building an engaging workplace.

The ratio of TPEX minimum starting salary over the years to the minimum wage stipulated by the Labor Standards Act

	Male minimum starting salary	Female minimum starting salary	Minimum wage
2021	1.95	1.95	1
2022	1.68	1.79	1
2023	1.61	1.71	1

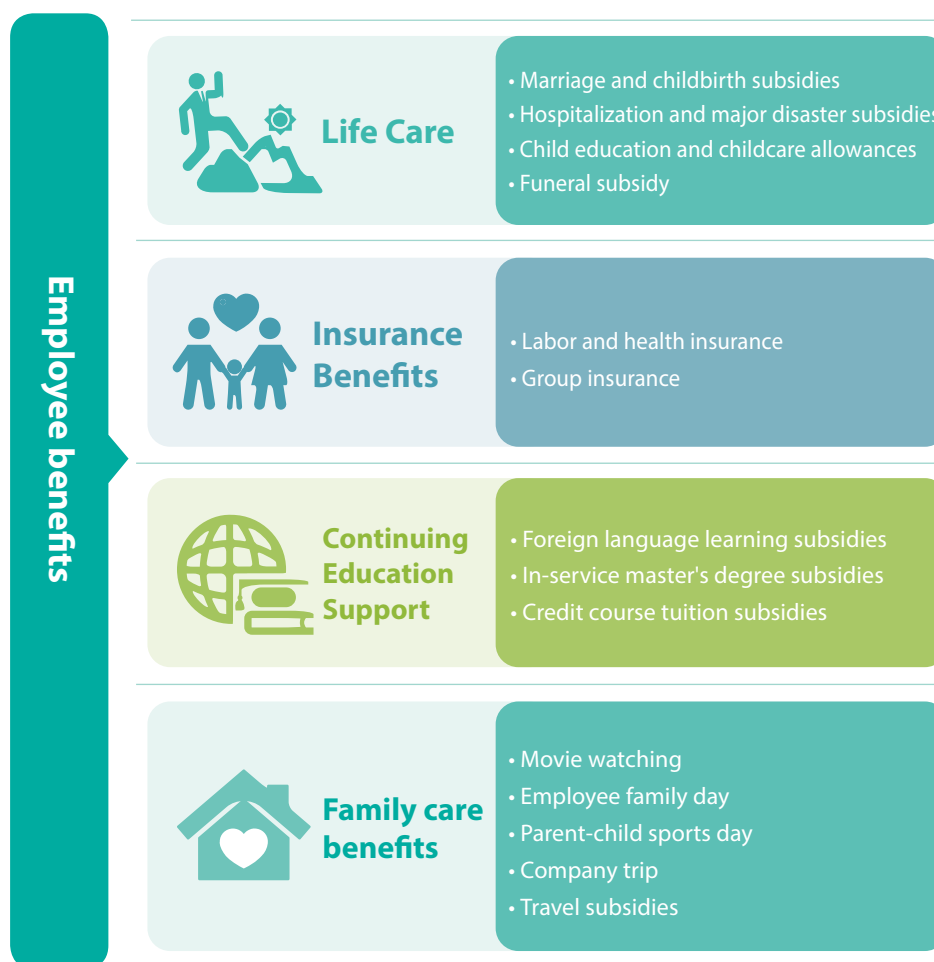
Salary statistics for the past three years

Year	Level of position	Female	Male
2021	Management	1.11	1.00
	Non-management	0.89	1.00
2022	Management	1.06	1.00
	Non-management	0.88	1.00
2023	Management	1.27	1.00
	Non-management	0.96	1.00

Note: The salary of male employees serves as the benchmark, represented as 1 unit.

Employee benefits

TPEX is committed to creating a healthy, happy, harmonious and balanced working environment, and regards employees' physical and mental health as wealth. Our employees are not engaged in positions with high risks of health and safety or high incidence of specific diseases. TPEX offers a variety of welfare benefits and ensures comprehensive support at every stage of the employees' life journey, so that each highly committed employee can receive proper benefits supporting both personal and family well-being.



Parental leave policy and childcare measures

Currently, 56% of TPEX employees are female, and many of them are of childbearing age. To help female employees balance work and life well, TPEX offers pregnancy, childbirth, breastfeeding, and childcare benefits, including prenatal leave for expectant female colleagues to take necessary rest and prenatal checkups, childbirth allowance, maternity leave, paternity leave, and parental leave. For employees returning to work, TPEX provides facilities like breastfeeding rooms and sterilizers, family care leave and flexible working hours, which allow them to balance work and family responsibilities. TPEX also offers tuition subsidies to employees' children.

All full-time employees are entitled to parental leave as mandated by law. In 2023, the return-to-work and retention rates after parental leave were both 100%. The high return-to-work and

retention rates indicate that TPEX safeguards the labor rights and cares for the employees and their families.

Subsidy policy for further education

To improve the quality of human resources and enhance the efficiency of its utilization, TPEX not only provides internal training programs, but also selects employees to participate in seminars or training courses organized by professional institutions, both locally and internationally, to enhance core and interdisciplinary professional skills. To encourage continuous improvement of employees, TPEX offers tuition subsidies for employees pursuing postgraduate degrees in law or accounting or taking credit courses during employment, and provides employees who attain professional certifications, such as lawyer, accountant, or analyst, during their employment with project-based salary promotion.

The status for parental leave in 2023 as below:

Item	Female	Male	Total
Number of employees on parental leave in 2023	1	0	1
Number of employees expected to return after parental leave in 2023 (A)	1	0	1
Number of employees actually returning after parental leave in 2023 (B)	1	0	1
Number of employees returning after parental leave in 2022 (C)	2	0	2
Number of employees returning after parental leave in 2022 and remained employed for 12 months after return (D)	2	0	2
Return-to-work rate %= B/A	100%	NA	100%
Retention rate %= D/C	100%	NA	100%



Club activities

To promote employees' participation in leisure activities for enhanced physical and mental well-being, TPEX has established a club management method and provides subsidies for club activities, which are categorized into sports, leisure, arts and culture, and religious groups. Currently, there are 14 clubs, including table tennis, badminton, tennis, basketball, baseball, fitness, Tai Chi, swimming, yoga, mountain climbing, photography, music and singing, circle of wisdom, and Christian truth clubs. In addition to regular club activities, TPEX also holds cross-unit social events.

ACTIVITIES OF TPEX EMPLOYEE CLUBS IN 2023

Activity Name	Date	Location
"Filial Piety and Gratitude Blessing Ceremony" by the Circle of Wisdom Buddhist Studies Club	4-May-2023	11th Floor Classroom, TPEX
"12th Securities and Futures Cup Yoga Fellowship Competition" hosted by the Yoga Club	11-Nov-2023	Financial Supervisory Commission's Securities and Futures Bureau
"20th Securities and Futures Surrounding Institutions Badminton Fellowship Competition" hosted by the Badminton Club	21-Oct-2023	Taipei Datong Sports Center
Participation of the Table Tennis Club in the "36th Securities Cup Table Tennis Tournament"	28-Oct-2023	National Taiwan Normal University's Gymnasium
"2023 TPEX Winter Swimming 200 and Lifesaving Training"	30-Nov-2023	National Taiwan Normal University's Swimming Pool
"2023 Christmas Party" organized by the Christian Truth Club	4-Dec-2023	11th Floor Classroom, TPEX
The basketball club participated in the "11th Securities and Futures Related Institutions Basketball Tournament"	19-Aug- 2023	National Taiwan Normal University Gymnasium(4th floor)
The Baseball and Softball Club participated in the "14th Securities and Futures Related Institutions Slow Pitch Softball Tournament"	22,23-Apr-2023	Metis Stadium

Each club holds regular or irregular activities, and annual general meetings, allowing the employees to engage in social and leisure activities after work and live a balanced and fulfilling life.

4.2.3. Talent Development

At TPEX, talents are regarded as a valuable asset, and TPEX encourages employees to continue to improve in the spirit of sustainable management.. Annually, TPEX formulates a comprehensive education and training plan tailored to the specific talent development needs of the year. To ensure effective assessment of employee performance, support their growth and development, and jointly promote operational development, TPEX implements an annual performance appraisal system. The performance evaluation in 2022 included 100% of the employees who have been with TPEX for at least six months.

The 2023 education and training plan is established based on three core areas: "Professional Training," "International Language Proficiency," and "General Education." These initiatives are aimed at elevating employee professionalism, igniting their workplace vitality and creativity, and advancing international development efforts.

Professional Training		Course Content Examples
Professional Training	Focusing on "Professional Value" and "Innovative Products". "Professional Value" includes global trends in AI development, sustainable development, and industry practices; "Innovative Products" includes the introduction of new products, new systems, or new business initiatives.	✓ Domestic and foreign economic situation and outlook in 2024
		✓ Trends in industrial application of ChatGPT/generative AI
		✓ Regulations on and promotion of greenhouse gas emissions inventory and voluntary reduction
		✓ Carbon credits and carbon trading/development of green energy trading in Taiwan
		✓ Current status of international carbon pricing and carbon trading and trends
		✓ Overview of Taiwan's stem cell applications and novel dosage forms and new drugs industry
		✓ Sharing of securities exchange law cases of listed companies
		✓ Big data analysis and data governance
		✓ Future trends and prospects of the semiconductor industry
		✓ Trends in the semiconductor industry/Global satellite and low Earth orbit satellite service market
		✓ Health care and biomedical industry

Professional Training		Course Content Examples
International Language Proficiency	Including subsidies for foreign language studies and professional foreign language training: Foreign Language Study Subsidy: Different levels of subsidies for foreign language training are provided based on the target individuals, to effectively enhance differentiated foreign language skills and encourage continuous learning among the employees Professional Foreign Language Training: Including business English courses and specific courses designated for particular purposes. TPEX conducted professional foreign language training courses in 2023.	
	General Education	Mandatory General Education: <ul style="list-style-type: none"> Information and communication security education and Personal Data Protection Act Corporate integrity and whistleblower system Fire safety education and training Management General Education: Relevant seminars and professional courses are provided to enhance management abilities, communication and coordination skills, and crisis management capability of supervisors at all levels. Humanities General Education: To enhance the employees' humanistic literacy and promote holistic development of their body and mind, TPEX provides soft skills courses such as Healthcare Series, Taste and Comfort Series, and Happy Living Series, including courses on life organization, health and medical knowledge with stress relief, home exercise, new travel knowledge, and floral art and creativity.

Talents Development

In 2023, the TPEX organized a diverse array of internal training courses and arranged employees to participate in seminars or training sessions organized by professional institutions globally to enhance international talent development.

To evaluate the effect of these educational initiatives, TPEX conducts an annual employee education and training feedback survey to offer reference for future training programs. According to questionnaire surveys in 2023, 100% of the respondents indicated that TPEX provided sufficient hours of core and general education training.

Statistics on Internal Education and Training Hours for Employees Over the Past Three Years

	2021	2022	2023
Training Hours	11,114	10,610	12,615
Number of Employees	289	287	303
Average Training Hours per Employee	38.46	36.97	41.63

In addition to internal training programs, TPEX also arranges employees to participate in external education and training. In 2023, TPEX employees participated in a total of 6,445 hours of professional training courses and foreign language courses organized by external institutions. The internal and external education and training hours for TPEX employees in 2023 amounted to 19,059 hours, 62.90 hours per person. This demonstrates TPEX's strong commitment to enhancing the professionalism of its workforce, stimulating their workplace energy and creativity, and enhancing international competitiveness.

Statistics on Internal and External Education and Training Hours for Employees in 2023:

	Management		Non-Management		Total
	Male	Female	Male	Female	
Internal Training Hours	690	216	4,593	7,116	12,615
External Training Hours	256.5	88	2,594	3,506	6,445
Number of Employees	12	5	121	165	303
Average Training Hours per Employee	78.88	60.80	59.40	64.38	62.90



4.2.4.Employee Care and Communication

TPEX recognizes that talent is the most valuable asset of enterprises. A healthy workplace is crucial for the well-being of employees, enabling them to work confidently and fully leverage their expertise. TPEX is dedicated to building a comprehensive health management system and continuously promoting various health initiatives to cultivate a healthy workplace culture.



Maintaining Physical and Mental Health of Employees

- Provide health check-up subsidies, and one day of paid leave for the check-up
- Implement programs to prevent ergonomic hazards, abnormal workload-triggered disorders, and unlawful infringement of employees in the performance of their duties, and maternal health protection program
- Invite specially engaged nurses three times a month and specially engaged doctors three times a year to TPEX to provide health education and consultation services
- Offer a variety of courses focused on stress relief, healthy diet, and wellness experience education.



Improving the Office Environment

- Enhance office cleaning and disinfection, and regularly monitor carbon dioxide levels to ensure a safe and healthy work environment
- Establish a gym, and regularly update fitness equipment



Comprehensive Emergency Response Measures

- Annual earthquake evacuation drills.
- Annual fire safety drills.
- Train and regularly retrain first aid personnel certified through Occupational Safety and Health Education and Training programs
- Provide automated external defibrillators (AEDs).

TPEX Gym

To cultivate exercise habits among the employees, TPEX has established a dedicated gym with independent space in the office building, allowing employees to do exercise during work breaks. TPEX continues to expand the gym space and add related equipment, including treadmills, cross-training recumbent bikes, upright bikes, abdominal trainers, back stretchers, spin bikes, and dumbbells. Employees are encouraged to make optimal use of these facilities.