



元大金控

*Yuanta  
Financial Holdings*

ESG



*Supplementary Information 2022* \*

## Diversity, Equity and Inclusion (DEI)

**We** promote gender balance and aim to create a work environment with diversity, equity and inclusion (DEI) through concrete actions, including implementing Human Rights Policy which prohibits all forms of discrimination, improving gender representation at all levels, and establishing inclusive culture and work environment. The responsibilities of a chief diversity officer, such as diversity and inclusion promotion and management, are jointly carried out by Yuanta Financial Holding Company’s (FHC) chief executive officer (CEO), chief human resources officer, and chief administrative officer to ensure effective performance of related programs and initiatives. In recent years, Yuanta FHC has linked ESG performance of executives to the reward system and will evaluate whether to also include DEI related targets as key performance indicators to effectively link the performance of executives in DEI issues to the reward system.



### Leadership

After the Board of Directors election on June 10, 2022, woman made up **11%** of the Board, **25%** of the Audit Committee, **25%** of the Remuneration Committee, and **20%** of the Sustainable Development Committee. With the restructuring of the Risk Management Committee into a functional committee on March 15, 2023, this committee is now chaired by a female independent director and has a female representation of **33%**. (Please refer to [Committees](#) for more information.)

#### ■ Yuanta FHC and Subsidiaries with Female CEO or CFO

Company	Female CEO	Female CFO
Yuanta FHC		
Yuanta Securities		✓
Yuanta Life	✓	✓
Yuanta Futures		✓
Yuanta Funds		✓
Yuanta AMC		✓
Yuanta Venture Capital		✓
Yuanta Sec. Finance	✓	✓

Although the CEO and chief financial officer (CFO) of Yuanta FHC are men, women hold key management positions with **56%** of the management team comprised by women. ([2022 Annual Report](#) p. 41 to p. 43).

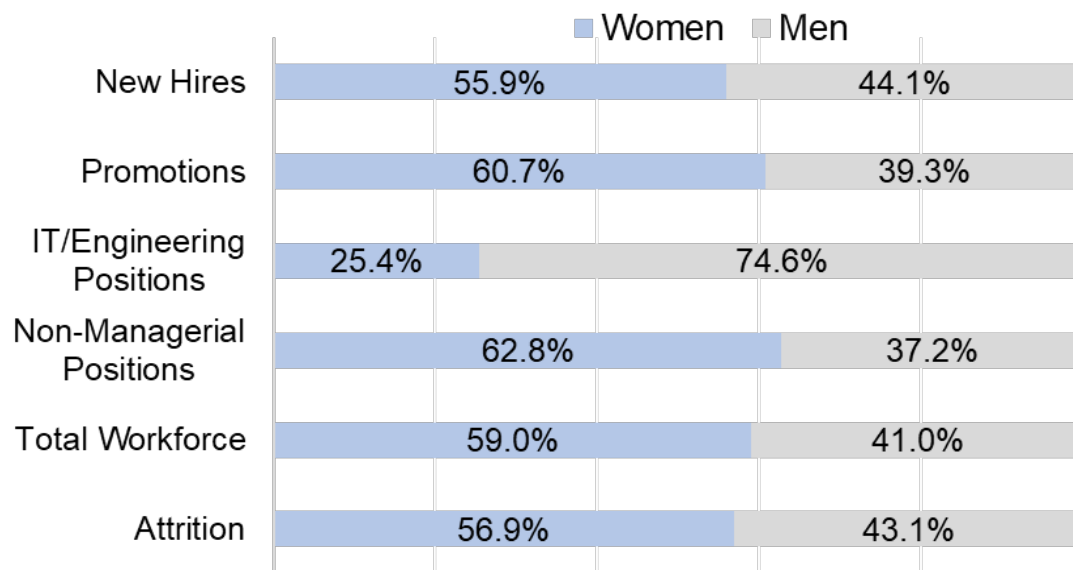


## Gender Balance

Yuanta FHC monitors gender balance and equity through extensive range of gender-related indicators, such as gender pay gap and has set diversity targets for 2025 for the total workforce and for different management levels. By increasing the proportion of women in managerial positions, management positions of revenue-generating functions, and STEM jobs, we aim to increase the salary of women and close the pay gap between male and female employees, which is 23.67 in 2022.<sup>Note</sup> (More information on different indicators by gender are disclosed on p. 105 and p. 107 in [2022 ESG Report](#) and in Appendix 2 Social Indicators section of the report.)

Note: 23.67 is the raw gender pay gap in 2022. For gender pay ratios by position, please refer to page 107 of the 2022 ESG Report.

### Gender Ratios in 2022



## Inclusion Focus and Action

### Unconscious Bias Training

To provide a work environment free from discrimination and harassment, all of our employees, including management and general staff, are required to participate in gender equality training and pass tests to raise self-awareness and to ensure non-biased behavior.

#### Action

On October 30, 2023, Yuanta FHC will co-organize a gender equality training seminar with Taiwan's Ministry of Justice. 40 participants are expected to attend the seminar, which aims to promote the concept of gender equality, implement the elimination of gender prejudice and discrimination, and promote the understanding of gender diversity among colleagues.

### Anti-Sexual Harassment Training

Yuanta FHC organizes annual anti-sexual harassment training for all employees to educate them on how to prevent and respond to sexual harassment in the workplace, which covers relevant regulations, including Sexual Harassment Prevention Act and others, specific examples of harassment and inappropriate behavior, information on procedures and process for reporting a grievance, the department and the person responsible for processing the case, etc.

For further details please refer to the following:

- [Guidelines for Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Treatment](#)
- [The Human Rights Policy and Commitment](#)

## Family Care

We understand the importance of having a support system in times of need. Through the Employee Benefit Committee, Yuanta FHC provides medical subsidy for our employees and their family members. We also offer marriage, childbirth, and funeral subsidies to assist with family care. For childcare, employees can also request for up to 2 years of unpaid childcare leave in addition to maternity leave and paternity leave and apply for adjustment of working hours based on their business or personal circumstances.

## Employee Clubs

To give employees a greater sense of belonging, we promote employee well-being and social networking through a wide range of employee clubs, encouraging female employees to demonstrate their talents, express themselves, and form a supportive community. For now, there are 15 employee clubs, including painting, craft & hobby, cooking, art appreciation, physical fitness and yoga clubs. The clubs are mostly managed by female employees and have a greater number of female members than male members.

### Action

Yuanta FHC held the “Handmade Love: A Tribute to Mothers” event on May 8, 2023, which was attended by a total of 100 people. In cooperation with the Zenan Homeless Social Welfare Foundation, Yuanta FHC specially purchased iced roasted sweet potatoes sold by single mothers, and provided colleagues with high-fiber and healthy lunches, in order to take concrete actions to support the self-sufficiency of single mothers and to take environmentally friendly actions.

## Our 2025 DEI Targets

Yuanta FHC pays attention to gender and workplace diversity issues to construct a gender-equal workplace and protect employees’ human rights, formulates gender ratio targets and short-term, medium-term and long-term plans for employees and the management, and takes practical actions to promote DEI in the workplace. The following are our 2025 DEI targets:

Target Ratio	Description
<b>50%</b>	Female Employees no less than 50% (Particular positions welcome women returning to work after long absence due to family care, such as stock service agent, telephone marketing, life insurance sales, and customer service)
<b>50%</b>	Female Management maintains at or no less than 50%
<b>36%</b>	Female Senior Management no less than 36%
<b>50%</b>	Female Management Positions of Revenue-Generating Functions maintain at or increase to 50%
<b>35%</b>	Science, Information Engineering, Mathematics Related Positions increase to at least 35%

# ESG

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