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Yuanta FHC Builds Diverse & Inclusive Workplace and Wins Taipei City Workplace Gender Equality Gold Award Again

Yuanta Financial Holding Company (FHC) actively echoes the United Nations Sustainable Development Goals, recognizes and supports the core spirit of “achieving gender equality and empowering all women and girls,” and incorporates the promotion of gender equality into Yuanta Group’s corporate sustainable development issues. We have also integrated domestic and international gender equality norms into our policies on sustainability, human rights, and supplier management to build a diverse, equal, and inclusive (DEI) workplace environment. As a result, Yuanta FHC won the Taipei City Workplace Gender Equality Certification Gold Award for the second time today, demonstrating our commitment and long-term efforts to promoting gender equality in the workplace.

In order to implement gender equality in the workplace, the Taipei City Government carries out the Workplace Gender Equality Certification program, which is based on eight indicators, including “mechanisms for promoting gender equality,” “promoting gender equality in organizational decision-making,” “work-family balance,” and “pregnancy-friendly measures,” and awards the Gold Award, which is the highest honor, to the enterprise whose overall performance exceeds the standard. The certification period is two years. This is the second time Yuanta FHC has received this honor after 2022.

Yuanta Group’s female employees account for more than 60% of the Group’s workforce. We adhere to the spirit of meritocracy and set targets for the percentage of women in each management level, provide postpartum women with assistance in

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returning to work, certified excellent breastfeeding rooms, special daycare centers, childcare allowances, and good-pregnancy packages, as well as paternity pre-natal checkup leave and paternity leave with pay for a period of time that exceeds the statutory number of days. We also raise awareness of the application of marriage and parental leave to same-sex marriages to create a pregnancy-friendly workplace.

“Improving employee welfare” is one of Yuanta FHC’s core values. Yuanta Group promotes Employee Assistance Programs (EAPs), cooperates with external organizations to provide employees with free psychological and legal consultation services, sets up an online employee assistance platform, and connects with relevant social welfare resources to offer employees a one-stop channel to solve their problems. In addition, we conduct regular physical and mental health care campaigns and organize family days and walking activities to maintain work-family balance.

Yuanta FHC creates a safe and warm work environment. We promote gender balance and cultivate an attitude of respect and acceptance among our employees, so that employees with different backgrounds, attributes, and perspectives can feel valued and supported, and thus fully develop their strengths and realize their self-worth. Furthermore, we incorporate a diversity of views into our corporate decision-making and execution to strengthen our operational resilience.

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Photo 1: Yuanta FHC won the Taipei City Workplace Gender Equality Certification Gold Award for the second time, demonstrating our commitment to promoting gender equality in the workplace.

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Photo 2: Yuanta Group regularly organizes family days and walking activities to maintain work-family balance.