

NEWS RELEASE

Release Date: October 30, 2024

Valuing Every Employee, Yuanta Securities Receives Work-Life Balance Award from Taiwan's Ministry of Labor

Taiwan's leading securities brokerage firm Yuanta Securities was awarded the "2024 Work-Life Balance Award - Employee Care Award" by Taiwan's Ministry of Labor today (10/30), recognizing Yuanta's efforts to create healthy and safe workplaces for employees, in addition to furthering the development of financial business. The Work-Life Balance Award, organized by the Ministry of Labor, encourages companies to provide work-life balance measures for their employees. Yuanta Securities has always regarded employees as the company's most valuable assets, and with the concept of "Talent Sustainability, Sustainable Talent," we have made the health of our employees and workplace safety the goals of long-term promotion and maintenance, and have endeavored to protect the rights and interests of our employees and build a healthy workplace.

Yuanta Securities pays attention to the different needs of employees in terms of physical and mental health, workplace adaptation, and interpersonal relationship promotion, and promotes various employee care and assistance measures in the four areas of employee assistance, family friendliness, health promotion, and enhanced occupational safety, taking into account both the universality and individualization of the measures. From the first day of employment, through career advancement, marriage and children, and even into middle age and old age, every employee can have the company's assistance and companionship at different stages of life.

In order to help employees achieve work-life balance, Yuanta sets up a hybrid employee assistance program platform that integrates external resources and internal

NEWS RELEASE

information on various welfare measures, and designs a variety of health promotion activities for employees of different age groups and genders. Moreover, Yuanta Securities attaches great importance to education and training, and supports the growth of employees at work and in their careers through diversified programs. In the newcomer orientation solid business training program, employee care is increased to guide the trainees to effectively connect with the workplace. Through a comprehensive talent identification and development mechanism, we cultivate and establish a management talent echelon system, and nurture talents in the securities industry to ensure the sustainability of our talents.

Yuanta Securities conducts various health seminars and publishes a monthly magazine on topics such as stress relief, disease prevention, and nutritional management. Other than information dissemination, road running, cycling, weight loss, and smoking cessation competitions are also held to promote employee health and communication. Furthermore, Yuanta Securities regularly organizes staff family days to encourage employees to take walks to form an exercise habit, and in conjunction with environmental sustainability initiatives, donates tree seedlings to campuses and assists in the cleanup of marine debris. We fulfill our corporate responsibility to care for the community while taking care of the precious time for employees to spend with their families.

Yuanta Securities has not only pursued legal compliance in occupational safety measures, but has also introduced ISO 45001 Occupational Health and Safety Management Systems since 2018, and was the first in Taiwan's financial industry to introduce ISO 45005 (General Guidelines for Safe Working during the COVID-19 Pandemic) in 2021. Through various management systems, multi-dimensional support, health care, and hazard prevention measures, we reduce the occurrence of occupational accidents and provide a safe and healthy workplace environment for our employees and customers.

NEWS RELEASE

Yuanta's employee care measures are correspondingly reflected in the company's profitability, supervisors' and employees' evaluations, and the effectiveness of talent retention, which is the key to Yuanta's maintenance of talent, enhancement of competitiveness, and continued growth and thriving. Winning an award is an honor, but also a responsibility. Yuanta Securities will persist in adhering to the core value of "focusing on performance and enhancing employee well-being," valuing each and every employee and working together with each employee to construct a desirable and excellent workplace, generating the greatest benefits for customers, employees, the company, and shareholders.



Photo: Yuanta Securities is committed to protecting employees' rights and interests and creating a healthy workplace, and has been awarded the "2024 Work-Life Balance Award - Employee Care Award" by the Ministry of Labor.