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Release Date: November 28, 2024

Building a Desirable and Excellent Workplace, Yuanta Securities Receives National Talent Development Award

Yuanta Securities was awarded the National Talent Development Award (NTDA) by Taiwan's Ministry of Labor, which is the premier award in the field of human resources in Taiwan. Based on the National Training Quality Award, the NTDA combines the spirit and practice of the National HRD (Human Resource Development) InnoPrize and emphasizes on all-around talent development, the connectivity of the performance of human resource development, and the diffusion of innovation and benefits. The NTDA is also aligned with key international human resources development indicators to recognize excellence in spreading the benefits of investment in industrial talent and brilliance in policies for the sustainable development of talent. The award symbolizes the highest honor in the field of human resources at the national level, fully demonstrating Yuanta Securities' determination and strength in talent cultivation, and setting an example for the development of talent in the industry.

Since establishment, Yuanta Securities has been pursuing the concept of three-way prosperity among the enterprise, employees, and the society, adhering to the philosophy of "Talent Sustainability, Sustainable Talent" and aiming to build a desirable and excellent workplace. Yuanta Securities integrates the company's vision and strategy to create a comprehensive education and training system and a talent development blueprint. Through mechanisms such as recruiting and training business force, nurturing a succession team, cultivating international talent, refining financial expertise, and implementing performance management, Yuanta Securities strengthens the competitiveness of talent in the securities industry and ensures the sustainability of talent. At the same time, Yuanta Securities, in order to exert a positive influence on

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society, has been actively involved in campus education programs and promoting inclusive financial products and services through the catalytic actions of sustainable governance organizations, the fostering of employees through education on sustainability, and the integration of sustainability goals into the performance system. Yuanta Securities also encourages suppliers, investors, and the general public to pay attention to ESG (environmental, social, and governance) issues, and strives to make all supervisors and colleagues become the driving force for practicing sustainability and bringing up sustainable talents.

In terms of building an excellent workplace, Yuanta Securities continuously optimizes the employee experience in four areas: employee assistance, family-friendliness, health promotion, and enhanced occupational safety and security. We provide each employee with the assistance and companionship they need in their career development and at different stages of their lives, boost their sense of organizational security, and create a friendly workplace environment in which all employees feel respected, valued, and supported, and are able to give full play to their strengths. This year, Yuanta Securities was also honored with the Ministry of Labor's Work-Life Balance Award and the New Taipei City's Family-Friendly and Work-Equality Measures Program Award, which shows that Yuanta Securities' efforts and achievements in constructing a happy workplace have been deeply recognized.

Looking to the future, Yuanta Securities will uphold the core values of "seizing opportunities and building client wealth," "enhancing performance and improving employee welfare," and "creating value and increasing shareholders return." We will continue to promote the quality of talent development and training, implement the cultivation policy of "Talent Sustainability, Sustainable Talent," and make it our mission to win the NTDA, and endeavor to exert a positive influence on the development of talent in the industry and the country.

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Photo: Yuanta Securities was awarded the National Talent Development Award by Taiwan's Ministry of Labor for building a desirable and excellent workplace.