



Sustainable Issue Performance and Targets



Material Issue



Achieved

Not Achieved ⁽¹⁾

Management Purpose	KPI	2023 Target	2023 Performance	Status	2024 Target	2028 Target
Human Rights/Diversity & Inclusion	Management Approach: Respect and follow the Human Rights Policy. Manage and mitigate human rights risks through periodic audits and implement measures to ensure human rights compliance. Encourage diversity and inclusion in the workplace. Evaluation Mechanism: Conduct annual human right risk assessment and track human right risk improvement plans every six months; track the employment status of disabled employees annually.					
	Construct a diverse and inclusive workplace free of human rights violations, with equal opportunities for all genders	▶ Ensure females have chances in all-level decision-making leadership ▶ More than 17% females in top management	▶ 20% of females in top management positions		▶ More than 20% females in top management	▶ More than 25% females in top management
		▶ Employ disabled employees	▶ Employ more than 90 disabled employees		▶ Employ more than 120 disabled employees	▶ Employ more than 160 disabled employees
Human Capital Development	Management Approach: Encourage employees to continue their advanced studies. Plan training courses for employees to fit in the right position and cultivate internal instructors to instill corporate culture and organizational capabilities. Evaluation Mechanism: Track employee training status and quarterly/yearly review internal instructor training plan.					
	Improve employee capabilities and provide them with learning and future development opportunities	▶ Improve employee competence ▶ 920 cumulative internal instructors	▶ Total of 1,129 internal instructors		▶ Over 1,100 internal instructors	▶ Over 1,300 internal instructors
		▶ Employee career development plan	▶ Subsidize more than 40 employees to obtain degrees		▶ Subsidize more than 50 employees to obtain degrees	▶ Subsidize more than 50 employees to obtain degrees
Talent Attraction & Retention	Management Approach: Provide competitive salaries and benefits, build a sound welfare system and harmonious labor relations, increase employees' willingness to stay, and reduce employee turnover. Evaluation Mechanism: Track monthly/quarterly/yearly direct employee (DL) and indirect employee (IDL) turnover and retention rates to ensure prompt management response.					
	Provide employees with suited jobs and retain talents for the Company's sustainable operations	▶ Employee turnover rate ▶ DL: less than 45% ▶ IDL: less than 12%	▶ DL: 42% ▶ IDL: 13%		▶ DL: less than 45% ▶ IDL: less than 12%	▶ DL: less than 30% ▶ IDL: less than 10%
		▶ Key talent retention rate	▶ Above 95% key talent retention rate		▶ Above 97% key talent retention rate	▶ Above 97% key talent retention rate

Note:

1. For not achieved targets, please refer to the corresponding section for relevant explanations and future improvement plans.