

Sustainable Issue Performance and Targets












Material Issue



Achieved

Not Achieved ⁽¹⁾

Management Purpose	KPI	2024 Target	2024 Performance	Status	2025 Target	2029 Target
<div> Human Rights/ Diversity & Inclusion</div> <div>Management Approach: Follow the Human Rights Policy and encourage diversity and inclusion in the workplace. Ensure human rights compliance by managing and mitigating human rights risks through periodic audits and implementing measures. Evaluation Mechanism: Conduct annual human right risk assessment and track human right hazard improvement plans every six months; track the employment status of disabled employees annually.</div>						
Construct a diverse and inclusive workplace free of human rights violations, with equal opportunities for all genders	Ensure women have chances in all-level decision-making leadership	More than 20% women in top management positions	20% women in top management positions		More than 21% women in top management positions	More than 26% women in top management positions
	Employ disabled employees	Employ more than 101 disabled employees	116 disabled employees employed		Employ more than 100 disabled employees	Employ more than 100 disabled employees
<div> Human Capital Development</div> <div>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 inherit corporate culture and organizational capabilities. Evaluation Mechanism: Monitor employee training progress and regularly review plans for training internal instructors.</div>						
Improve employee capabilities and provide them with learning and future development opportunities	Improve employee competence	More than 1,100 Internal instructors	1,042 internal instructors		More than 1,100 internal instructors	More than 1,300 internal instructors
	Employee career development plan	Subsidize more than 50 employees to obtain degrees	107 employees subsidized for degrees		Subsidize more than 50 employees to obtain degrees	Subsidize more than 50 employees to obtain degrees
<div> Talent Attraction & Retention</div> <div>Management Approach: Provide competitive salary plans and welfare measures, build a sound welfare system and harmonious labor relations, increase employees' willingness to stay, and reduce employee turnover. Evaluation Mechanism: Track employee turnover and retention trends periodically to proactively manage the workforce.</div>						
Provide employees with suitable jobs and retain talents for the company's sustainable operation	Employee turnover rate for Direct employees (DL) & Indirect employees (IDL)	<div>▶ DL turnover rate is less than 45%</div> <div>▶ IDL turnover rate is less than 12%</div>	<div>▶ DL: 30.2%</div> <div>▶ IDL: 9.1%</div>		<div>▶ DL: less than 30%</div> <div>▶ IDL: less than 8%</div>	<div>▶ DL: less than 25%</div> <div>▶ IDL: less than 7%</div>
	Key talent retention rate	More than 97%	96% key talent retention rate		More than 98%	More than 98%

Note:

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