

Sustainable Issue Performance and Targets



Material Issue



Achieved

Not Achieved ⁽¹⁾

Management Purpose	KPI	2025 Target	2025 Performance	Status	2026 Target	2030 Target
Human Rights/Diversity & Inclusion						
Construct a workplace where there are no human rights violations, equality of gender and job opportunities, and with diversity and inclusion	Ensure women have participating chances in all-level decision-making leadership	More than 21% women in top management positions	20% women in top management positions		More than 23% women in top management positions	More than 26% women in top management positions
	Employ disabled employees	Employ more than 100 disabled employees	105 disabled employees		More than 100 disabled employees	More than 100 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 inherit corporate culture and organizational capabilities Evaluation Mechanism: Quarterly/yearly review the internal Instructor training plan and track employee training status						
Provide employees with a lifelong and optimized learning environment to enhance their ability for future career development	Improve employee competence	More than 1,100 Internal instructors	1,243 internal instructors		More than 1,150 internal instructors	More than 1,350 internal instructors
	Employee career development plan	Subsidize more than 100 employees to obtain degrees	152 employees subsidized for degrees		More than 100 employees subsidized for degree	More than 100 employees subsidized for degree
Talent Attraction & Retention 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: Monthly/quarterly/yearly statistics on employee turnover and retention rates to ensure management performance						
Provide employees with suitable jobs and retain talents for the company's sustainable operation	Employee ⁽²⁾ turnover rate	▶ DL turnover rate is less than 26.5% ▶ IDL turnover rate is less than 8%	▶ DL: 20.8% ▶ IDL: 8.9%		▶ DL: less than 20% ▶ IDL: less than 7%	▶ DL: less than 18% ▶ IDL: less than 6.5%
	Key talent retention rate	More than 98%	93%		More than 95% ⁽³⁾	More than 95%

Note:

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

2. Employee includes direct employee (DL) and indirect employee (IDL).

3. Based on retention performance over the past three years, we have proactively revised our short- to long-term targets. This adjustment aims to align metrics with practical levels, ensuring more precise execution and measurement of our talent retention efforts.