

Strategy 6: Social Inclusion

Key Action Aspects	2024 Performance	Short-term targets (2025)	Medium-term targets (2026-2030)	Long-term targets (2031-2050)
<p>1. Establish a fair and inclusive workplace culture and cultivate employees' sustainability awareness</p>	<p>Cultivate a friendly workplace and sustainable awareness</p> <ol style="list-style-type: none"> Conducted three sessions of new employee orientation with 102 participants and one meet-and-greet activity with the TWSE Chairman. Conducted eight team-building exercises with 446 participants and one family day with 1,136 participants, both including employees' family members. Conducted 11 sessions of external training camps on sustainable development with 533 participants. 	<p>Conduct at least one new employee forum and one family day event per year to collect feedback from new personnel, promote family engagement among employees, and foster a friendly and inclusive workplace culture.</p>	<p>Conduct at least one labor education training session per year to enhance labor rights protection and foster a fair and inclusive workplace.</p>	<p>Conduct at least one gender equality training session per year to promote the understanding of sexual and gender diversity plus foster an inclusive and respectful workplace.</p>
<p>2. Promote social welfare and inclusion, to support sustainable development goals (SDGs)</p>	<p>Foster social inclusion</p> <ol style="list-style-type: none"> To promote social welfare, the TWSE has donated towards programs including care for the vulnerable, assistance for underprivileged students, emergency assistance, talent cultivation, support for innovative enterprises, promotion of ESG practices, medical care, development to sustainable agriculture, plus arts and cultural activities. According to each fiscal year, the budget for the following year is prepared with 3% to 5% of the earnings after tax set aside for donations to social welfare organizations or activities. Social welfare donations totaled TWD220 million in 2024. 	<p>The budget for the TWSE's social welfare donations was prepared.</p>	<p>Fulfill our corporate social responsibility to build a fair, inclusive, and resilient society by continuing to care for disadvantaged groups and stepping up our charitable efforts.</p>	<p>Bring about a more equitable, harmonious, and stable society by continuing to care for disadvantaged groups and stepping up our charitable efforts.</p>

