6.SOCIAL INCLUSION

6.1 Human rights and labor rights protection

Talent is the key for the TWSE to unlock growth in the capital market; therefore, the TWSE and its subsidiaries strive to create a fair, diverse, and inclusive work environment. To this end, we have established suitable management approaches, training programs, grievance channels, plus related policies, to protect the rights as well as interests of all employees. In addition to abiding by Taiwan's labor-related laws and regulations, we also recognize and support various international human rights conventions such as the Universal Declaration of Human Rights and the International Labor Organization Conventions, embedding human rights into our corporate culture. The TWSE is committed to ensuring that there is no discrimination based on individual gender, sexual orientation, race, socio-economic status, age, marital status, family status, language, belief, political affiliation, nationality, appearance, physical or mental disabilities, or any other factors. All forms of discrimination are strictly prohibited. To maintain a safe, respectful, and equal-rights workplace, the TWSE established the anti-harassment policy and complaint procedure, workplace bullying prevention including handling procedures, and directions for the prevention of unlawful infringement in the performance of duties. In 2025, there were no employee complaints related to sexual harassment or workplace bullying.

The TWSE actively promotes a number of human rights protective measures to maintain market order, protect the rights and interests of investors, and enhance the sustainable development of enterprises. The following are the main activities that the stock exchange carried out in 2025:

01

Supplier sustainability management

To expand protection of human rights, all contracts with suppliers include a letter of commitment to sustainability, ensuring that suppliers are committed to prohibiting forced labor, child labor, discrimination, and inhumane treatment, as well as protecting employees' freedom of association and the right to collective bargaining.

02

Human rights awareness

Conducted labor law courses to promote labor law protection, diversity and inclusion, together with other related matters to enhance employees' awareness of human rights.

03

Fair and transparent recruitment

Recruitment is open to the public based on job vacancies, ensuring that there are no discriminatory recruitment quotas based on ethnicity or specific identity, and guaranteeing equal employment opportunities.

04

Clear reporting mechanisms

Employees can file complaints on unlawful infringement or sexual harassment in the workplace through the complaint mailbox or complaint hotline.

Multiple communication channels

The TWSE and its employees are partners working toward shared prosperity. To promote labor and management harmony and comply with relevant requirements, including labor laws plus notification of major operational adjustments, the TWSE successfully completed the third collective agreement with the labor union on July 8, 2025. Employees are encouraged to join the labor union, and their freedom to join the labor union is ensured. In 2025, the number of union participants totaled 606, accounting for 99.67% of the workforce [1].

The TWSE values and listens to the voices of its employees. The labor-management meetings are convened on a monthly basis (the Labor Standards Act only requires quarterly meetings), with 11 meetings held in 2025. No meeting was held in July due to the collective agreement signing ceremony. There are nine labor representatives and nine management representatives. Both labor and management representatives each nominate one person to serve as co-chairs. The meetings are convened for the purpose of facilitating communication and cooperation.

Note 1 : According to the labor union charter and practices, the calculation excludes personnel above the managerial level (including managerial-level business committee members), those on unpaid leave, and those in pre-service training. However, for all of the above-mentioned and non-union employees, the TWSE still provides better protections than those stipulated in the Labor Standards Act.

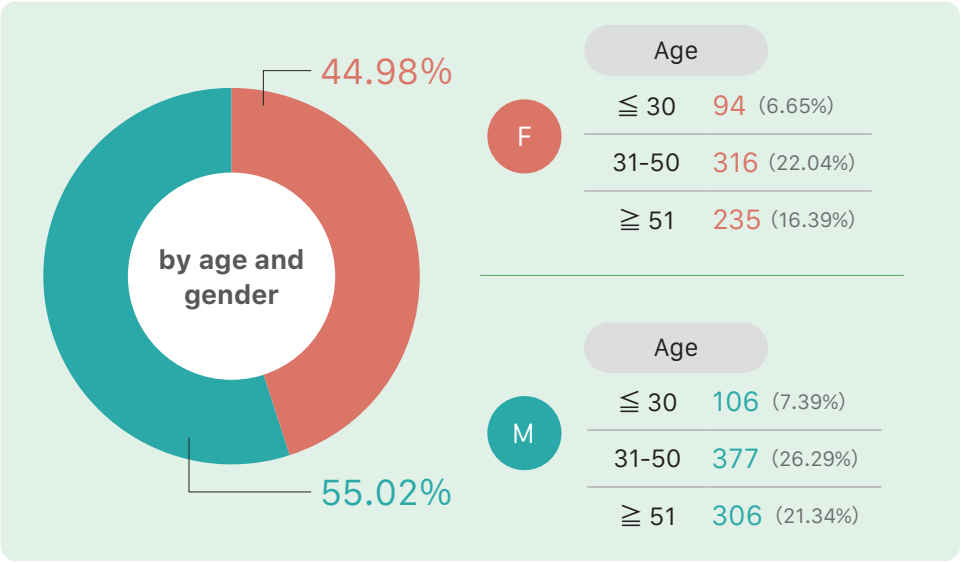
6.2 Diverse workforce

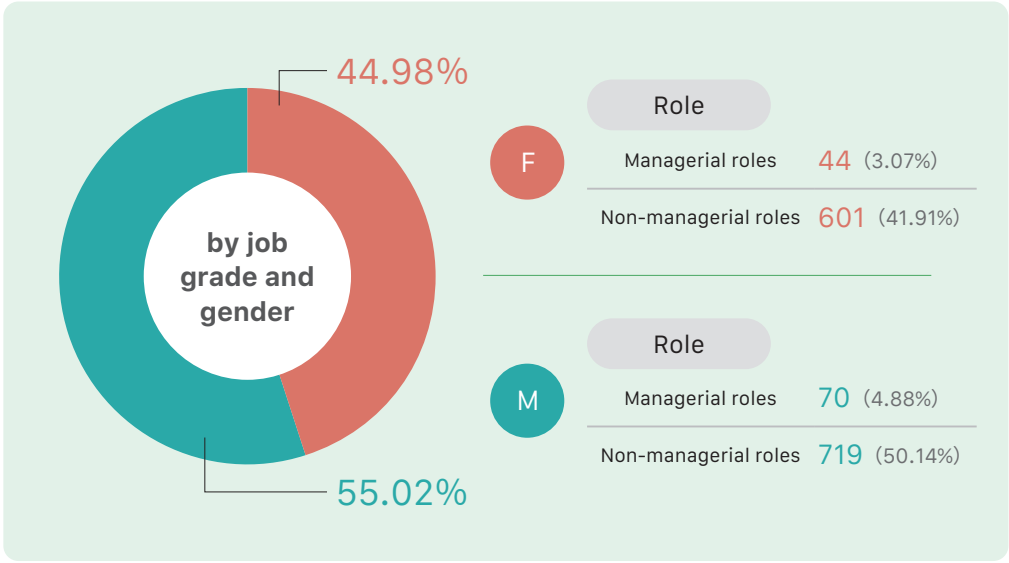
The TWSE values the sound development of its team and firmly believes the diversity of its workforce brings fresh perspectives and vitality to the organization. As of the end of 2025, the TWSE and its subsidiaries had a total of 1,434 employees (including 1,432 official employees and two contract employees) and 49 unofficial workers (including dispatch personnel and interns). The overall number of employees at the TWSE and its subsidiaries did not fluctuate significantly, but the number of unofficial workers decreased by 20 compared to the previous year due to business adjustments. The male-to-female ratio of employees is 1.22:1. Women comprise 38.60% of managerial roles, a significant increase of over 30% compared to 2021. Women account for 45.53% of non-managerial roles, providing diverse perspectives in decision-making, out-of-the-box thinking, and enhancing corporate resilience. In addition, all TWSE managerial roles are held by Taiwanese nationals, to enhance decision-making efficiency and promote the upward mobility of local talent.

A total of nine disabled workers are employed at the TWSE and its subsidiaries, accounting for 0.6% of the total workforce, all of which remain committed to developing their professional capabilities and upholding the equal employment rights of the mentally and physically disabled according to law.

Number of TWSE and its subsidiaries' employees in 2025

Female Male



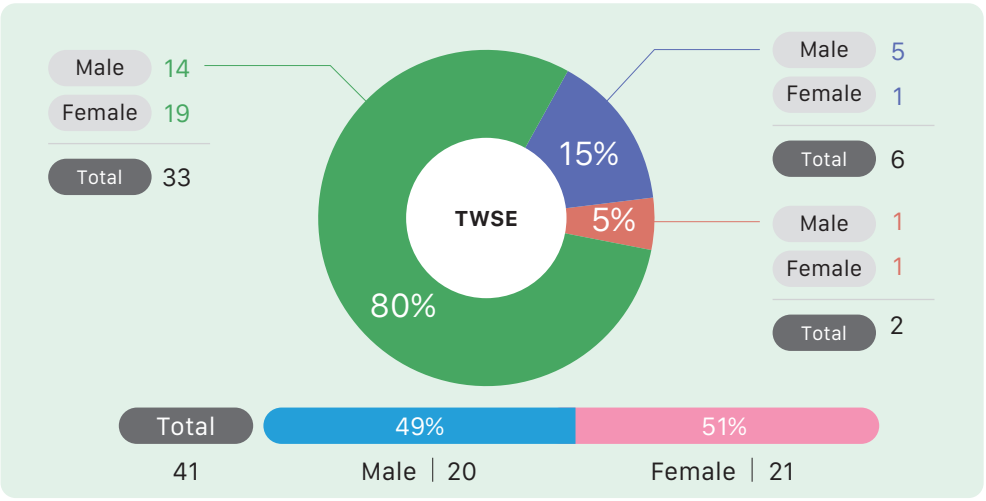


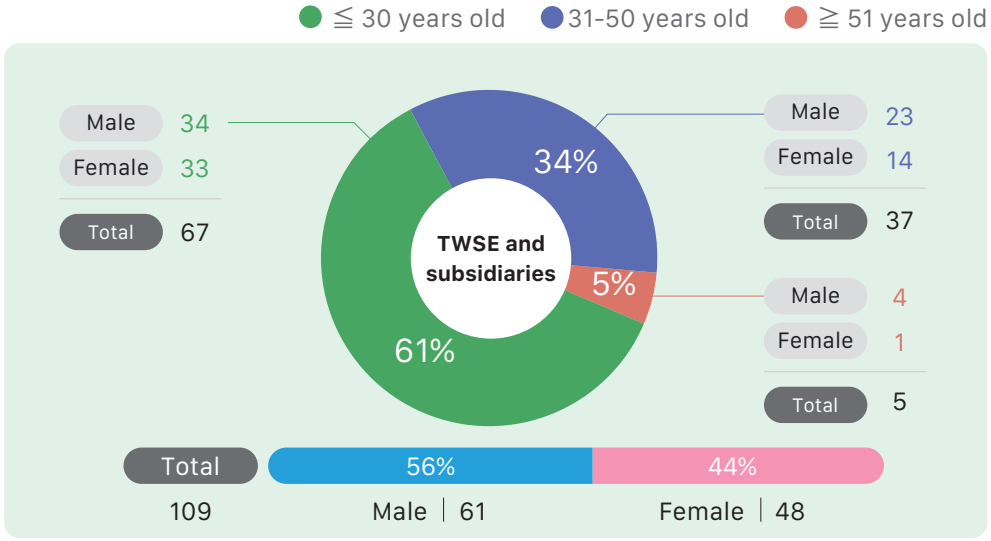
Note: Managerial roles refer to executives and heads of departments; non-managerial roles refer to those other than executives and heads of departments.

New employees and employee turnover

The TWSE and its subsidiaries are proactive in optimizing their approach to the recruitment and training of talents, as well as being committed to providing a comprehensive talent development mechanism and employee benefits. Combined with a highly attractive workplace environment, the TWSE and its subsidiaries are able to cultivate connection plus community in the workplace, thereby retaining talent for longer periods of time with a stable and healthy turnover rate. In 2025, the TWSE and its subsidiaries welcomed 109 new employees, resulting in a 7.6% new employee rate, down 2.72% from 10.32% in 2024. The total number of departing employees for 2025 was 92, with a 6.42% turnover rate, down 1.68% from 8.10% in 2024. For the TWSE itself, the new employee rate and turnover rate were 6.41% and 4.06% respectively.

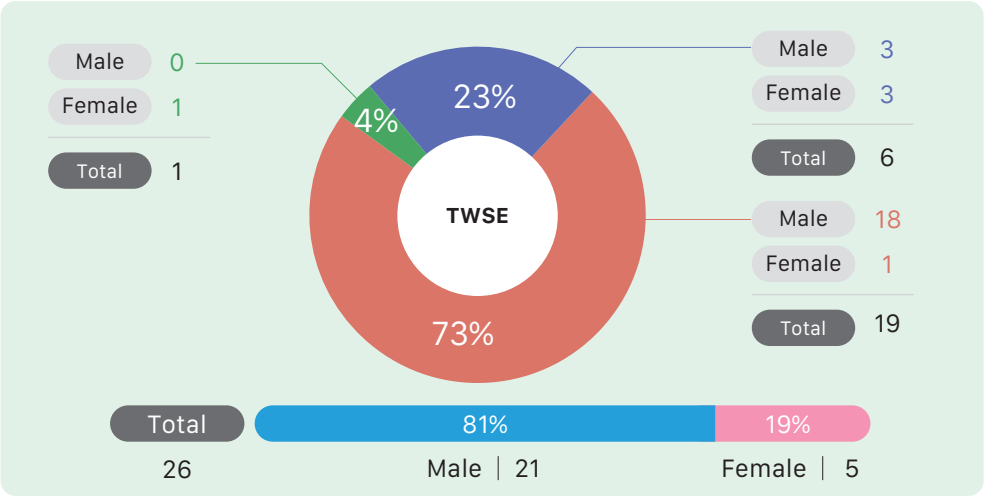
• New employees in 2025

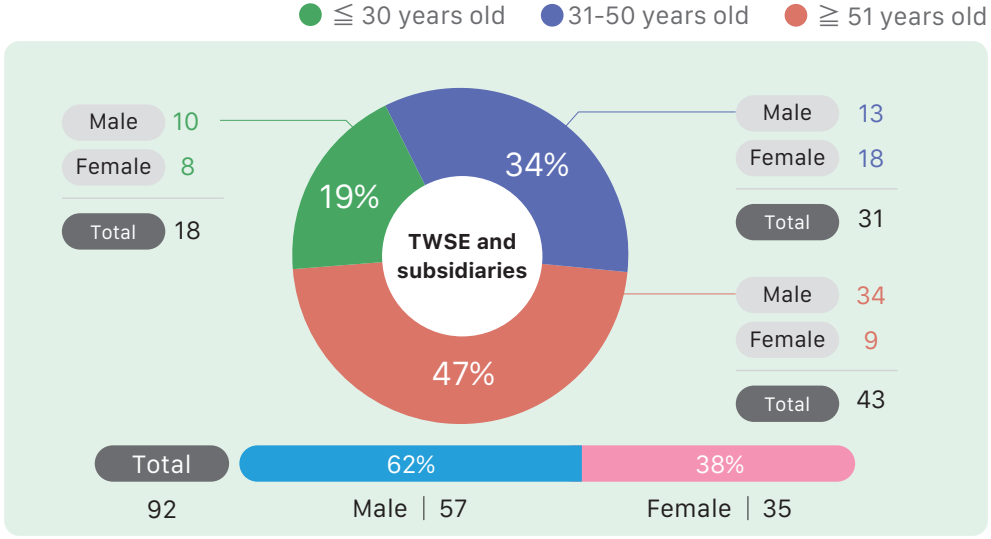




Note: The new employee rate is: (the number of new hires for the year) / (the total number of employees as of the end of the year) * 100%. It does not include the number of dispatch personnel. As of the end of 2025, there were 640 employees at the TWSE standalone, with 1,434 employees if its subsidiaries were included.

• Departed employees in 2025





Note: The turnover rate is: (the number of employees who left the company) / (the total number of employees as of the end of the year) * 100%. It does not include the number of dispatch personnel. As of the end of 2025, there were 640 employees at the TWSE standalone, with 1,434 employees if its subsidiaries were included.

6.3 Employee training and development

As the capital market rapidly advances toward digital transformation, the TWSE and its subsidiaries actively invest resources to provide comprehensive and in-depth training courses, nurturing the professional as well as leadership capabilities of our employees. Employees are encouraged to consistently learn and grow to meet the quick shifts in market demands. At the same time, a fair and transparent performance evaluation system is established to ensure that employees' contributions are fairly evaluated and to motivate them to continue to pursue excellence.

TWSE education and training plan:

01

Enhance professional skills and capabilities to further employees' career development

The two-tiered classification of required courses and elective courses has been eliminated; now all professional training courses fall under the eight major aspects, including professional training, strategy, legal compliance, management, industry development, certification, mental and physical health, and foreign languages. This helps employees develop into well-rounded individuals, propelling their long-term career growth. The TWSE is committed to creating a stable and happy workplace, where employees can take joy in learning. In 2025, the TWSE expanded digital e-learning courses and offered diversified learning channels. Some of the highlighted courses are: AI Empowerment, AI in Practice, Personal Data Protection, Information Security Education and Training, and Prevention of Illegal Infringement in the Workplace. Some employees were selected to participate in professional courses in foreign securities markets such as the U.S. Securities and Exchange Commission.

02

Centered on the TWSE's operating goals and business needs

In order to meet the TWSE's business goals and focus on skills needed for key operations, of the eight types of training courses, professional courses and strategic courses are at the core of professional training. Each department conducts courses on various topics according to the company's business development items and business needs, including major developments in the department's core business, improvement of professional knowledge, amendments to relevant regulations, and sharing of key case studies. Personnel are encouraged to participate in important external promotion meetings. Furthermore, all employees must undergo at least two professional courses each year unrelated to their departmental duties to expand their horizons and cross-departmental skills.

03

Create a leadership curriculum map to sharpen management's and emerging leaders' skills

The leadership curriculum map is designed for emerging leaders together with managers transitioning to senior roles, and aiming to enhance management skills plus cultivate talent for leadership positions, thereby improving the internal functions of the TWSE. The curriculum includes an online learning platform, with management courses and learning objectives mapped out by job level, so as to better prepare our talent to align with global developments and national development policies.

04

Establish diverse learning channels, pool education resources with subsidiaries

The TWSE offers different approaches to providing training courses, including internal training, e-learning, and assigning employees to external training courses. Employees can also apply to attend external training courses, allowing them to engage in various in-person and online educational programs unfettered by time zones or geographical restraints. The TWSE continues to conduct online English courses, plus via the E-learning platform and CommonWealth Learning platform. We also opened up these resources to employees of our subsidiaries so as to maximize the benefits from these training programs.

05

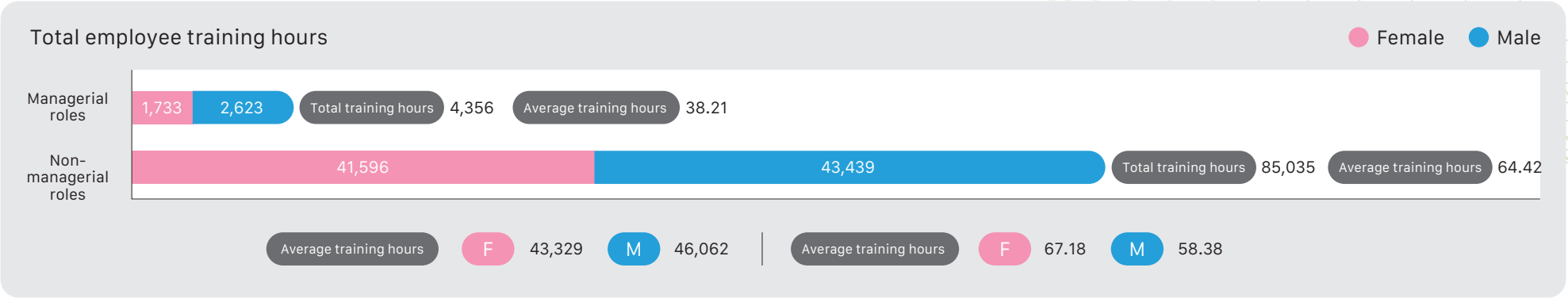
Strengthen evaluation mechanisms by integrating training and performance review

After each course, post-training evaluation on learning effectiveness is carried out based on course type, through methods such as hands-on practice, interactive exercises, group discussion, or testing. The results are analyzed by employees' job level and training hours to effectively manage professional training. Department heads can emphasize training in certain courses by including the assessment of these courses in their department's KPI performance indicators at the beginning of the year. Completion of training courses is taken into account during the year-end performance evaluation. This encourages employees to continuously improve their professional abilities and apply the skills in practice.

An employee's training record based on their KPIs should reflect their learning goals and foster a culture of self-directed learning. The total number of training hours each employee should complete annually has been adjusted from 30 to 36 hours. This includes six hours of professional courses and four hours of legal compliance courses; two hours of strategy courses are required for general employees, and six for project team members; six hours of management courses are mandated for those in managerial positions. With the establishment of the leadership curriculum map this year, more courses have been added, including sustainability and digital transformation, as well as legal compliance courses to keep abreast of the latest amendments.

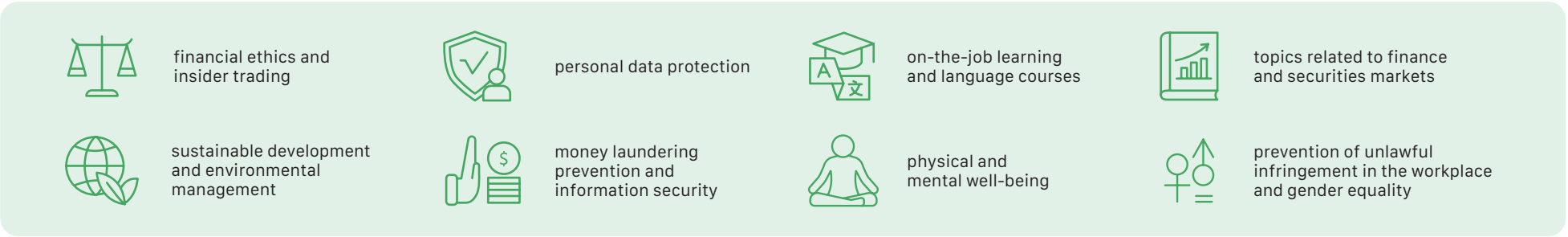
Furthermore, completion of six hours of management courses is a requirement to be considered for promotion during the annual performance review. This ensures that management is committed to lifelong learning and willing to innovate. In addition, all learning materials are automatically linked to the human resources management system, providing a basis for department heads to conduct KPI evaluations, enhancing employees' learning motivation, and maximizing the effectiveness of education and training.

- **2025Employee training hours for the TWSE and its subsidiaries**



Note: Managerial roles refer to executives and heads of departments; non-managerial roles refer to those other than executives and heads of departments.

- **Education and training course categories**



Performance review

To accurately evaluate employees' work performance and offer proper development in their career growth, which will drive business development, the TWSE and its subsidiaries all established annual employee performance review mechanisms. All underwent review in 2025 with a 100% pass rate. To ensure the fairness and reasonableness of performance reviews, the TWSE and its subsidiaries established internal policies for grievances to protect employees' complaint rights.

6.4 Friendly workplace

The TWSE and its subsidiaries aim to create a work environment where employees feel safe, satisfied, and fulfilled. We provide excellent working conditions, emphasize work-life balance, promote teamwork and communication, establish a strong corporate culture and values, plus make every employee feel respected and valued.

Compensation system

In order to attract and retain talent, the TWSE and its subsidiaries provide a competitive salary system as well as comprehensive benefits. Salary standards are not differentiated by race or gender; regular promotions and salary adjustments are carried out. The TWSE provides employees with compensation that is higher than the minimum wage. In 2025, the average salaries of male and female entry-level employees are both higher than the local (Taiwanese) minimum wage, demonstrating the stock exchange's emphasis and trust in the professionalism of its employees.

- **2025 ratio of TWSE standard wages for grassroots personnel to the local (Taiwanese) minimum wage**

Male	Female	Local (Taiwanese) minimum wage
2.70	2.81	1

Note: The chart refers only to the TWSE and does not include its subsidiaries.

- **2025 ratio of TWSE standard wages and compensation by gender**

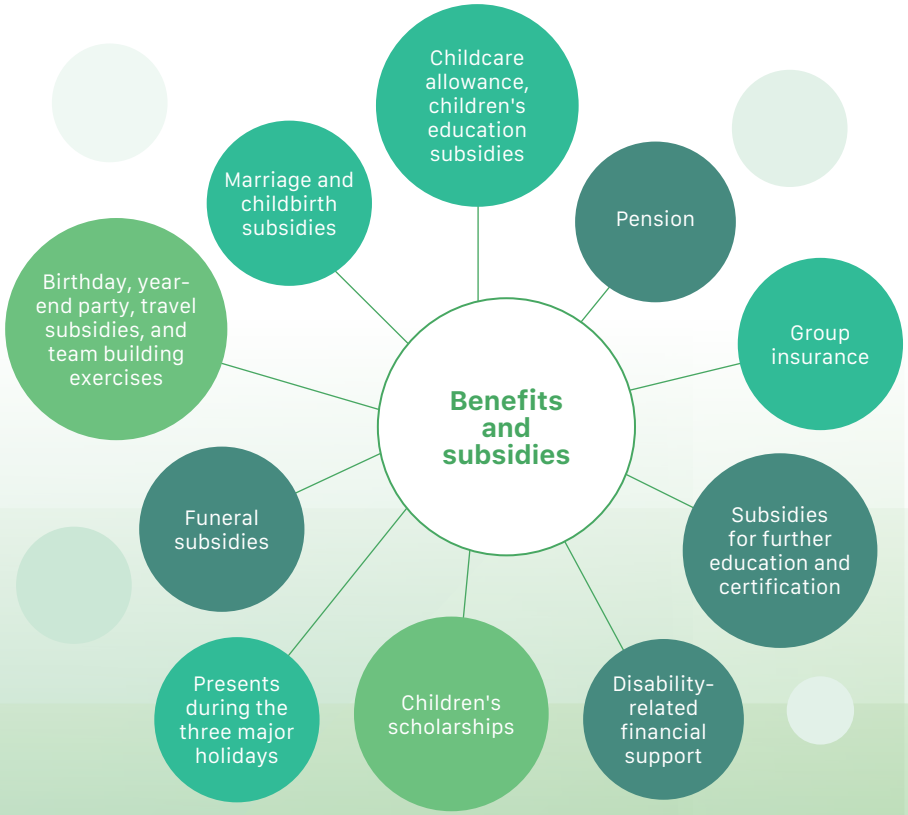
	Compensation type	Male	Female
Managerial roles	Standard wages	100	115.68
	Total compensation	100	109.03
Non-managerial roles	Standard wages	100	100.43
	Total compensation	100	100.08

Note: The chart refers only to the TWSE and does not include its subsidiaries.

Employee and retiree benefits

The TWSE and its subsidiaries are committed to creating a happy and harmonious work environment for employees, with the employees' needs and well-being as the starting point. We not only provide various support programs alongside benefits to help employees achieve work-life balance, but also offer a comprehensive and diverse benefits system jointly arranged by the company and the Employee Welfare Committee. This ensures that every employee feels well taken care of, that they are a valued member of the community, in being that we are all partners contributing to sustainable operations and shared prosperity.

The TWSE continues to care for its retired employees through consolation money and various discounts for health checkups plus hotel stays. Retirees are also invited to the annual year-end party so that the TWSE can continue to express gratitude for their contribution and service.



Childbearing and childcare support measures

The TWSE and its subsidiaries take care of our employees, providing a variety of flexible working and support arrangements for employees with family care needs to ensure that employees and their families receive appropriate care and work-life balance. The maternity welfare system covers three stages: prenatal, childbirth, and postnatal. It includes flexible working hours, childcare subsidies, plus leave entitlements that exceed legal requirements. This not only helps reduce the financial burden on new parents, but also increases the retention rate of colleagues returning to work after taking parental leave. In 2025, a total of six employees from the TWSE and its subsidiaries applied for parental leave; the return-to-work rate following a period of parental leave and retention rate were both 100%.



Marriage

- For weddings, employees are entitled to 14 days of wedding leave (better than the eight days mandated by the Regulations of Leave-Taking by Workers) and receive marriage subsidies provided by the Employee Welfare Committee.



Family care

- Employees may request family care leave with pay of up to seven days in one year; the number of days of family care leave is incorporated into personal leave days (better than mandated by the Regulations of Leave-Taking by Workers, which stipulate that personal leave is without pay).



Pregnancy

- To reduce the discomfort experienced during pregnancy, the TWSE offers expectant mothers professional nursing care at a healthcare center or through a hotline.



Childbirth

- Maternity leave of 42 days, plus seven days for accompanying prenatal checkups and paternity leave, is more beneficial than the eight weeks (including weekends) of maternity leave mandated by the Gender Equality in Employment Act.
- A pregnancy-related recuperation period may be incorporated into sick leave, with up to 30 days of leave with full pay (better than mandated by the Regulations of Leave Taking by Workers, where up to 30 days of sick leave is entitled to fifty percent of salary).
- Childbirth subsidies are provided.



Breastfeeding

- 2 breastfeeding rooms are situated in the TWSE offices, equipped with refrigerators and electric breast pumps.



Childcare

- Parental leave is provided.
- The TWSE has contracted external childcare centers, offering employee discounts to meet their childcare needs.
- Flexible work schedule: The TWSE offers flexible working arrangements to help employees drop off and pick up their children.
- Children's education subsidies are provided.
- Childcare allowance is provided.

• TWSE and its subsidiaries' parental leave in 2025

Category	Female	Male	Total
Number of those qualified to apply for unpaid parental leave	11	18	29
Number of applications for parental leave	4	2	6
Total number of employees due to return to work after taking parental leave in the year 2025 (A)	5	1	6
Total number of employees that did return to work after parental leave in the year 2025 (B)	5	1	6
Total number of employees that did return to work after parental leave in the last year 2024 (C)	3	2	5
Total number of employees who returned to work after parental leave in 2024 and remained employed for 12 months thereafter (D)	3	2	5
Return-to-work rate (B/A)	100%	100%	100%
Retention rate (D/C)	100%	100%	100%

Sustainability-themed family day for the entire TWSE team

To enhance internal cohesion and promote sports, this year the TWSE conducted its annual sports meet and family day at the gymnasium of National Taiwan Normal University. Employees were encouraged to bring family members to become better acquainted with the TWSE community. The festival-like event featured a sustainable theater, DIY activities, and food trucks with local delicacies, spreading the joy of the TWSE's corporate culture to each and every family. The theme of Twin Transformation Towards Digitalization and Sustainability was also incorporated into the event, using a mobile app for participants to register and collect reward points at various stations, implementing a low-carbon paperless process. Public welfare groups were also invited to take part, supporting disadvantaged groups with employment opportunities. In big ways and small, the TWSE carried out its social responsibility and dedication to SDGs through this family-friendly gathering.



Group photo of the TWSE team and family members having a great time at the family day at the NTNU gymnasium.



Public welfare groups taking part in the 2025 TWSE family day event, supporting disadvantaged groups with employment opportunities.

6.5 Workplace health and safety

Occupational Safety and Health Management System

The TWSE established the Safety and Health Work Rules along with a relevant occupational safety and health work code in accordance with the Occupational Safety and Health Act. An internal audit mechanism has also been set up to conduct regular audits on the management and retention of health examination reports, as well as implement occupational hazard reporting procedures. The management and audit scope covers all employees and personnel under supervision within the workplace. Furthermore, the TWSE has established an Occupational Safety and Health Committee, which meets quarterly to formulate occupational safety and health management measures, with the TWSE President serving as the chairperson. More than one-third of the members are labor representatives. Committee members provide suggestions on proposed policies, participate in the review, coordination, and recommendations on safety and health-related issues, plus promote the implementation of various plans.

To enhance employees' awareness of workplace health and safety, the TWSE provides a variety of workplace health and safety training courses for full-time employees. In addition, depending on practical needs as well as the nature of the courses, these courses may be open to non-employees to help them improve their necessary safety and health knowledge. Regarding suppliers, the TWSE has also revised and added clauses in its bidding guidelines along with contract clauses, requiring suppliers to fully implement corporate social responsibility, in addition to complying with labor safety and health regulations. The TWSE is committed to ensuring that suppliers provide safe work practices to ensure workplace safety and minimize related risks.

To strengthen workplace health and safety risk management, the TWSE conducts employee health risk assessments. Corresponding mitigation and prevention measures together with quantifiable action targets are determined for events with medium to high risk, high impact, and high frequency.

Occupational hazard identification and risk assessment

Potential risk	Source	Mitigation/Preventative Measures	2025 Progress
Are there any employees with a history of emotional instability or mental illness?	All personnel	Provide support and strengthen substitute staffing.	Continued follow-up on a case-by-case basis.
Does the work involve frontline employees in public-facing roles?	Specific employees (such as foreign guest reception staff, counter staff responsible for access control, and security personnel).	Visitor registration is implemented, and surveillance equipment is installed for security maintenance and incident investigation only.	No major abnormal events occurred, and service processes plus training are continuously optimized.

According to the TWSE's Safety and Health Work Rules, when an employee discovers a potential danger in the workplace, they may stop working, retreat to a safe place, and report to their immediate supervisor without endangering the safety of other workers. They will not be subject to adverse punishment afterward.

Occupational accidents in the TWSE and its subsidiaries in 2025

Item		TWSE		TDCC	TWCA	TIP	TCX	FundRich
		Male	Female					
Occupational fatality	**No. of employees**	0	0	0	0	0	0	0
	%	0		0	0	0	0	0
Occupational injury	**No. of employees**	1	1	0	0	0	0	0
	%	1.51		0	0	0	0	0
No. of days lost to disabling injury		17	45	0	0	0	0	0
Disabling injury severity rate (SR)		46.9		0	0	0	0	0

Notes 1: Occupational fatality rate = (number of occupational fatalities × 1,000,000) ÷ total working hours.
Notes 2: Occupational injury rate = (number of occupational injuries × 1,000,000) ÷ total working hours.
Notes 3: Disabling injury severity rate (SR) = (number of days lost due to disability injury × 1,000,000) ÷ total working hours.
Notes 4: Total working hours = total number of employees per month × total number of working days per month × 8 hours, summed up month by month. The total working hours of the TWSE in 2025 was 1,321,880 hours.
Notes 5: All TWSE occupational accidents in 2025 were accidents that occurred during commuting or while traveling. The TWSE actively provided medical care, insurance, and support, plus strengthened its commuting safety awareness campaign for employees.
Notes 6: In 2025, there were no occupational accidents involving non-employees at the TWSE and its subsidiaries, nor were there any occupational diseases or suspected cases diagnosed by specialists.

Occupational safety education and training

Course	Content
Hazardous materials safety training	The TWSE has established a hazard communication plan in accordance with the Occupational Safety and Health Act in order to properly manage information regarding the production, disposal, or use of hazardous material, including their source, location of use, quantity, storage, inventory, together with method of use. Each month, the TWSE prepares an inventory of hazardous chemicals, manages a security checklist, and labels containers with hazardous materials according to the plan. External experts conduct regular training for personnel working in the data centers each year to strengthen their awareness of operational safety in handling hazardous chemicals to prevent occupational accidents.
Taipei 101 pre-drill training	In addition to establishing a self-defense firefighting organization and protection squad in accordance with fire regulations, the TWSE participates in Taipei 101's fire drills held every six months. The self-defense firefighters attend regular pre-drill training to maintain readiness, familiarize themselves with their tasks, and equip themselves with the skills and knowledge necessary to calmly assist in evacuation plus disaster relief operations during real-life situations.
Air raid drills and pre-drill training	As the important institution in Taiwan's financial sector and a critical member in maintaining the country's economic and financial order, the TWSE maintains its preparedness in case of air attacks in that it has established an air defense evacuation and sheltering protection team in accordance with the Civil Defense Act. When air attack alarms are issued in the greater Taipei area, the team assists in the evacuation and guidance to air shelters. Air raid evacuation drills are held regularly every year according to the company's emergency response plans combined with pre-drill training is conducted so that team members are familiarized with evacuation routes and locations in advance.
Occupational safety and health supervisor training	In accordance with the Occupational Safety and Health Act and other relevant regulations, the TWSE arranges regular education and training for occupational safety and health supervisors that ensures that they will complete retraining to maintain their professional competence and the validity of their certifications. According to regulations, businesses employing a certain number of workers must appoint a Class A occupational safety and health supervisor, who must receive on-the-job retraining every two years. To comply with legal requirements along with strengthen workplace safety management, the TWSE arranges for supervisors to participate in a 6-hour retraining course for Class A supervisors conducted by a professional organization, continuously improving their safety and health management knowledge and enhancing the overall effectiveness of occupational safety and health management.
First aid training	In accordance with the Labor Health Protection Regulations and the Occupational Safety and Health Education and Training Regulations, the TWSE has deployed first aid personnel and conducts regular on-the-job training. To enhance employees' emergency response capabilities and ensure personnel safety, the TWSE commissioned professional organizations to conduct first aid refresher training. The courses include CPR, AED operation, the Heimlich maneuver, plus initial patient care, and are combined with training for fire department-organized ambulance teams to strengthen immediate rescue capabilities in the event of an accident.

Strengthening fire prevention and response mechanisms

The TWSE recognizes the importance of fire protection measures and actively implements relevant safety management. No fire accidents occurred in 2025. In addition to formulating fire prevention plans, the TWSE has also established its own self-defense firefighting organization and protection squad; the company regularly conducts fire education together with training plus fire evacuation drills, in addition to undergoing fire department inspections in order to make improvements at their direction to improve fire safety management. In the event of a fire, employees will respond according to the fire prevention plan. This includes (1) confirming the source of the fire, (2) notifying the central control center, self-defense firefighting organization, and fire department, (3) evacuating personnel, and (4) assisting the injured in receiving further medical care. According to the TWSE's "Key Points for Emergency Response to Critical Facilities," the key response actions are as follows:

Fire alarm and response	In case of fire, those who witness the fire should activate the alarm or call out for help. Put out the fire with a fire extinguisher if possible, and notify the Administration Department.
	When the fire alarm is automatically triggered at the detection of a fire, security personnel should confirm the source of the fire and notify the Administration Department.
	If the fire cannot be controlled, security personnel should immediately call 110 or 119 to report the incident to the police and fire department, plus notify the Administration Department.
Incident reporting and response	The head of the Administration Department should immediately inform the incident commander; the Administration Department and Labor Security Office should establish a disaster coordination center.
Evacuation mechanism	If the fire cannot be controlled, the head of the Administration Department should immediately notify the incident commander to initiate the evacuation of personnel, with the guidance and support of the members of the self-defense firefighting organization.
Response during non-working hours	If a fire occurs outside working hours, personnel should be sent to the scene and report to the Administration Department. If it is determined that the office is affected and employees are unable to go to work, a meeting of the crisis response team shall be convened in accordance with the TWSE business continuity plan to determine whether the continuity plan should be activated.
Post-fire incident management	After the fire, steps should be taken to confirm that the site is safe, survey and record the extent of the disaster, summarize the extent of the disaster, and provide updates on the extent of the disaster plus other related information in a timely manner. The Administration Department shall then submit a written loss assessment report to the crisis response team meeting and be responsible for post-disaster operations.

Implementing workplace health management

The TWSE understands the importance of employees' physical and mental health. Therefore, the TWSE and its subsidiaries provide a variety of health promotion activities to enhance employees' awareness of health concepts, nutrition knowledge, and first-aid skills. The aim is to prevent health issues, maintain employee well-being, in tandem with reducing potential risks and concerns.

Health management activities	Content	2025 Performance
Employee physical examinations	Provide subsidies for employees' physical examination, which covers cancer screening tests.	There were **290** applicants.
Employee health seminars	In accordance with the Occupational Safety and Health Act, health seminars are organized based on employees' health requirements. Topics include employee assistance programs, chronic disease prevention and treatment, medical and healthcare seminars, plus stress relief seminars.	There were 18 sessions conducted with a total of **940** participants.
On-site health consultations	The TWSE arranges for physicians to visit quarterly, and specialists aperiodically, for one-on-one consultations.	There were six sessions conducted with a total of **34** participants.
Health center	Regular health consultations and emergency medical care are provided for occupational and other injuries.	A total of **637** employees received health consultations or underwent injury treatment (including emergency medical care).
Employee Assistance Program (EAP)	• To help employees resolve pressure and issues they may encounter at work and in life, the TWSE has a long-term partnership with the Employee Assistance Service Center of Hsinchu City Lifeline Association in implementing the EAP. • EAP provides consultation in psychological, legal, financial management, medical, and management issues, with every employee having an eight-hour consultation quota each year.	There were 68 employees that applied for EAP consultation for a total of **81** hours.
Flu vaccination subsidies for employees	The program safeguards employees' health by reducing the risk of serious complications caused by influenza.	There were **343** applicants.

Promote employees' well-being

The TWSE actively promotes health and leisure activities to enhance employees' physical and mental well-being combined with work-life balance. Through the Employee Welfare Committee Club Subsidy Guidelines, the TWSE subsidizes and supports the activities of its 15 recreational and social clubs, including table tennis, badminton, golf, softball, cycling, Tai Chi, yoga, Buddhist studies, basketball, board games, choir, photography, fitness, billiards, and running. Each club regularly organizes activities in addition to holds annual meetings to promote relaxation as well as stress relief through exercise and social interaction. In addition, the TWSE offers a diverse range of courses and activities to promote employees' wellness, such as physical fitness activities, medical care seminars, and handcrafting sessions to make essential oils, decorate Christmas trees, and create custom magnets. These courses help employees alleviate stress and have been widely praised.



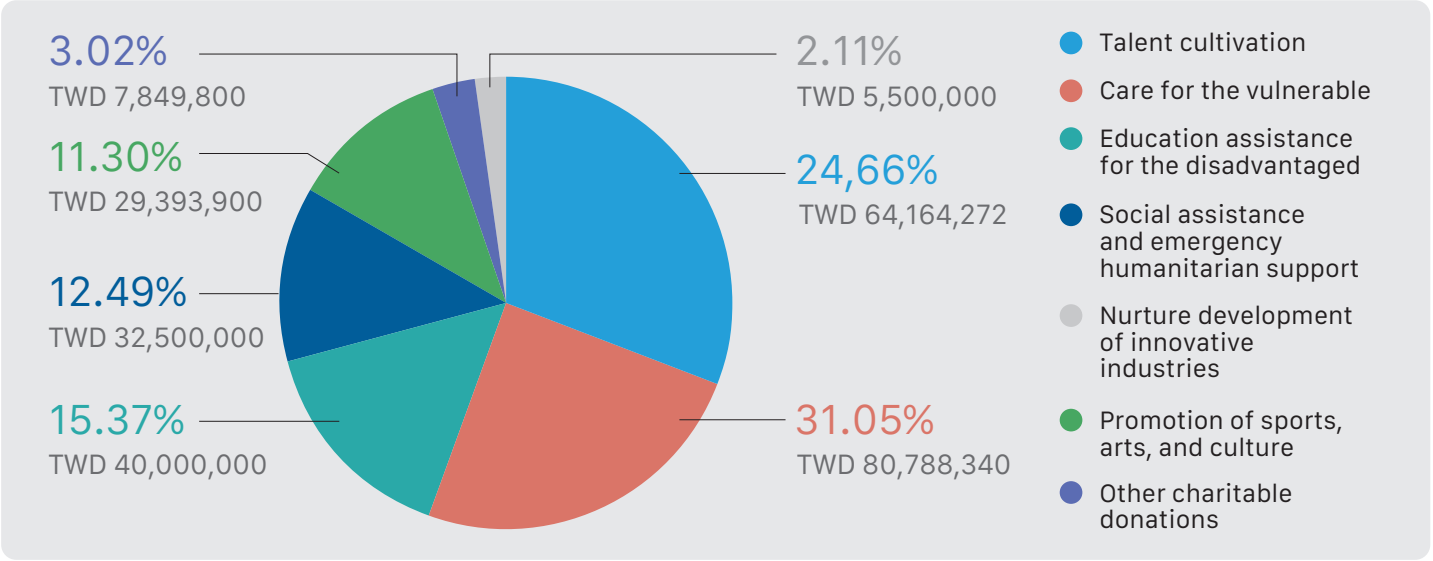






6.6 Social contribution

The TWSE has long been committed to various public welfare activities and our social responsibility. Special attention is paid to vulnerable groups, through public fundraising support together with subsidies to social welfare agencies. 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. In the spirit of community participation, the TWSE made a total of TWD260.20 million in social contributions in 2025. In addition, employees are also encouraged to participate in volunteer service and social welfare activities. By joining hands with all corners of society, the TWSE continues to spread benevolence and care, doing our utmost to offer warmth along with heartfelt kindness to make Taiwan a better place for all its citizens.



Talent cultivation

Drawing on our own expertise in this field, the TWSE is committed to promoting and cultivating financial talent, strengthening young people's investment risk awareness, in tandem with continuing to hold campus financial education activities such as campus lectures and ETF expos. To support financially disadvantaged students in learning financial knowledge, the TWSE regularly sponsors public welfare funds plus has established public welfare classes to help students apply what they have learned to future career development. Based on satisfaction surveys along with feedback, we continue to strengthen the promotion of financial education and advertise through digital and social platforms to spread financial knowledge to all corners.

Program	Content	2025 Performance	Corresponding SDG
Financial Services Education Fund	In 2015, the TWSE began donating TWD10 million each year to the Financial Services Education Fund established by the Taiwan Financial Services Roundtable (TFSR). Part of the fund goes to scholarships for students with superior academic performance from low-income households to help them earn a university degree. The remaining funds are used to promote fundamental financial education to vulnerable students, providing them with the opportunity to acquire financial knowledge and understanding.	Total donation: TWD10 million **1,412** beneficiaries	SDG1 No Poverty SDG4 Quality Education
Financial Literacy for Youth (FLY) Courses	In 2015, the TWSE began participating in the FLY courses organized by the TDCC. The program offers a series of professional financial training courses and sharing of experience aimed at economically disadvantaged college plus university students, which enhances the competitiveness of those aspiring to develop a successful career in the field of finance.	Total donation: TWD7.37 million **457** beneficiaries	SDG1 No Poverty SDG4 Quality Education SDG8 Decent Work and Economic Growth
College of Global Banking and Finance	In 2022, the TWSE joined forces with the TFSR and the Taiwan Academy of Banking and Finance to promote the College of Global Banking and Finance. Working with National Sun Yat-sen University's School of Banking and Finance, as well as National Chengchi University's College of Global Banking and Finance, the TWSE helps to nurture the talents required for the development of Taiwan's international financial industry, and to position Taiwan as a major hub for corporate financing and asset management in Asia.	Total donation: TWD10 million **356** beneficiaries	SDG1 No Poverty SDG4 Quality Education SDG8 Decent Work and Economic Growth

Program	Content	2025 Performance	Corresponding SDG
"Capital Market ESG Ecosystem – ESG Talent Cultivation" courses	The TWSE collaborates with the Taiwan Institute for Sustainable Energy, major domestic universities, and other academic institutions to organize a series of ESG talent development courses. It actively cultivates sustainable talents while also encouraging research and development, facilitating Taiwan's enterprises to incorporate ESG into their corporate values as well as their competitive edge, align with international practices, and achieve a future of net zero emissions.	Total donation: TWD36.78 million **3,429** beneficiaries	SDG4 Quality Education SDG13 Climate Action

Promotion of sports, arts, and culture

Activity	2025 Achievements
Football activities	The TWSE, together with TAIFEX, TDCC, and the Pou Chen Group Yue Yuen Foundation, jointly launched the Joint Corporate Sponsorship Football Promotion Plan. Since 2015, the program has sponsored the development of football in four schools: Pingtung County Laiyi Senior High School (Junior High), Majia Junior High School, Donggang Senior High School (Junior High), and Changzhi Junior High School. The program supports football development in rural schools and has yielded remarkable results, with the aim of nurturing new football talent.
Boundaryless Music Infinite Love charity concert	The TWSE sponsored the National Taiwan Symphony Orchestra's 2025 Boundaryless Music Infinite Love charity concert. To make sure that arts education is for all, students from remote areas, disadvantaged groups, and social welfare groups were invited to enjoy musical performances, engage in hands-on learning of musical instruments, and learn about concert etiquette. This project works to ensure that arts and cultural resources are accessible throughout Taiwan.
Cloud Gate arts and cultural promotion	The TWSE sponsored Cloud Gate Dance Theater's 2025 Dancing Dandelion project to promote cultural development and ensure equal access to arts education.
Paper Windmill Arts and Educational Foundation	The TWSE sponsored the 20th anniversary of the Paper Windmill Foundation's 368 Children's Art Project to promote equal rights in the arts and support the development of theater.
International baseball events	The TWSE sponsored students in the Taiwan Little League Baseball Association to take part in international baseball tournaments, aiming to promote the culture of baseball.
Golf tournaments	The TWSE donated to the Golf Association of the ROC to cultivate outstanding youth with great potential into future champions. In addition, the TWSE sponsored the 2025 Taiwan Masters and the 39th Mercuries Golf Invitational Tournament.
Taipei 101 RUN UP	The TWSE sponsored the 2025 Taipei 101 RUN UP, where we practiced ESG principles through participating in charity events, supporting social welfare causes, and fulfilling our corporate social responsibility.

Care for the vulnerable

Starting in 2019, to extend social care and expand care for the vulnerable, the TWSE has supported charitable organizations authorized by the MOHW Charity Donations Destined for Social Welfare Funds Administration System, including those that assist families and children in need, the vulnerable elderly and women, the disabled, as well as those in disease treatment. Support has expanded to include ecological conservation along with sustainable environment. In 2025, the TWSE donated TWD50 million to 157 organizations.

Category	Families and children in need	Disability assistance	Vulnerable elderly and women	Disease treatment	Ecological conservation	Sustainable environment	
Content	Improve the quality of life and education for families and children in need.	Offer daily, medical, education, and employment assistance to people with disabilities. Help eliminate workplace discrimination and create accessible environments.	Provide care and services to the elderly, advocate for consultation services for women who have suffered from violence or abuse.	Promote disease awareness through health education. Provide financial support and care for patients during and after treatment.	Protect threatened wildlife and their habitats, study how to conserve marine life and ecology, and restore natural forests.	Promote environmental education to increase the public's awareness and understanding of sustainability-related issues; protect trees in urban areas to reduce urban heat island effects together with air pollution.	Total
Resources devoted in 2025 (TWD)	**19.34** million	**15.99** million	**2.49** million	**6.77** million	**4.48** million	**0.93** million	**50** million

United Way of Taiwan

Since 2019, the TWSE has supported social welfare organizations through the United Way of Taiwan, a domestic coalition of charitable organizations. Through careful assessment of the needs of social welfare organizations, the United Way of Taiwan supervises the flow and utilization of donations to ensure effective integration of social resources for the most urgent of social welfare organizations in addition to vulnerable groups. In 2025, the TWSE donated **TWD18 million** in total.

Food (Necessities) Bank

Since 2015, the TWSE has supported the Food (Necessities) Bank convened by the FSC. Through a joint donation drive organized by TAIFEX, the TWSE distributes charitable supplies to vulnerable children, elderly individuals, the poor, the disabled, plus those in emergency situations to help them overcome economic hardship. In 2025, the TWSE donated **TWD12 million** and this charitable giving has helped over **2.03 million** people.

Social assistance and emergency humanitarian support

Social assistance funds of 22 county/city governments

The TWSE has contributed to the social assistance funds of 22 county/city governments nationwide. These funds are not designated for a specific purpose, allowing county/city governments to allocate at their discretion for low-income households, disaster relief, daily living assistance, medical subsidies, or emergency assistance. A total of **TWD20 million** was donated in 2025.

Donations toward disaster relief

The TWSE assisted with typhoon relief and reconstruction efforts for affected families, as well as donated funds to boost morale among troops in Hualien, to fulfill our corporate social responsibility. Donations in 2025 totaled **TWD12.5 million.**

Donations towards medical expenses

The TWSE donated **TWD5 million** to the medical expenses of impoverished patients at Taipei Veterans General Hospital and Taipei Medical University Shuang Ho Hospital, also financing the purchase of software BrainLab Elements for the latter.

Education assistance for the disadvantaged

School Education Special Savings Account (SESSA) program

To continue to strengthen campus public welfare, the TWSE engages in campus assistance programs through the charity initiative Love and Care of Financial Institutions for Disadvantaged Students and to SESSA on the Ministry of Education's philanthropy fundraising platform from 2018. The funds are used to help economically disadvantaged students by providing basic needs for completing compulsory education, such as meals, after-school care, books plus more. The TWSE donated **TWD40 million** in 2025, benefiting **258** schools and **8,609** students.

Donations toward promotion of ESG issues and development of innovative industries

Category	Description	Resources devoted in 2025 (TWD)
Development of innovative industries	By sponsoring related associations and universities to hold projects and exchange activities, the TWSE supports the development of new industries in addition to assisting in the transformation of Taiwan's industries, thereby enhancing economic resilience and corporate value.	**5.50** million
Promotion of ESG issues	Through sponsoring activities and projects related to ESG issues, the TWSE promotes sustainable environmental education to the public. By combining ESG promotion with talent development, we can help promote net zero carbon sinks, plus strengthen core values such as sustainable governance, carbon reduction management, and social responsibility, thereby improving the overall well-being of our society. The TWSE's support of such activities helps amplify the effects of sustainability education, while also shining a spotlight on the agricultural economy in remote areas and other important issues.	**36.79** million