



Bloomberg Gender-Equality Index Survey 2023

Supplemental Information

From Zero to Hero



台新金控
Taishin Holdings

Bloomberg Gender-Equality Index Survey 2023

KPI	Answer	Reference	Supplementary Information
Leadership			
Percentage of women on company board	14.3%		The total number of directors of the company is seven, of which one is a woman
Chairperson is a woman	NO		
Gender balance in board leadership	11.1%		There are total of 9 formal committees, one of the board of director by a woman.
Chief executive officer (CEO) is a woman	NO	Taishin official website	
Woman chief financial officer (CFO) or equivalent	YES	Taishin official website	
Percentage of women executive officers	32%	ESG Report (P110)	
Chief diversity officer (CDO)	YES		Chief human resources officer (CHRO) report to CEO and have a business function of developing and maintaining the company's D&I strategies.
Talent Pipeline			
Percentage of women in total management	48%	ESG Report (P110)	
Percentage of women in senior management	32%	ESG Report (P110)	
Percentage of women in middle management	49%		There were 706 women in middle or lower management roles, of total 1442 in middle or lower management positions
Percentage of women in non-managerial positions	62.7%	ESG Report (P110)	There were 5468 women employees in non-managerial roles, of total 8717 non-managerial positions
Percentage of women in total workforce	60%	ESG Report (P110)	
Percentage of women total promotions	63.3%		There were 691 women promoted or underwent career advancement out of total 1090 employees promoted
Percentage of Women IT/Engineering	44%	ESG Report (P110)	
Percentage of new hires are women	53.1%	ESG Report (P109)	
Percentage of women attrition	55.1%	ESG Report (P117)	There were 677 women resigned permanent employees of total 1228 resigned permanent employees between Jan. 1 and Dec.31, 2022
Time-bound action plan with targets to increase the representation of women in leadership positions	YES	ESG Report (P110)	Taishin tracks gender equality outcomes through the proportion of female employees in different positions and expects that the proportion of senior female managers will increase to 40% in 2025,
Time-bound action plan with targets to increase the representation of women in the company	YES	ESG Report (P110)	Taishin tracks gender equality outcomes through the proportion of female employees in different positions and expects that the proportion of senior female managers will increase to 40% in 2025,



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KPI	Answer	Reference	Supplementary Information
Pay			
Adjusted mean gender pay gap	1%		
Global mean (average) raw gender pay gap	3%		
Time-bound action plan to close its gender pay gap	YES	ESG Report (P115)	Taishin conducts market-wide salary surveys and reviews employees' compensation on a yearly basis. Employees are distinguished between managerial and non-managerial role when determining compensation. Compensation difference between males and females is monitored by taking into account both basic salary and the overall package. Taishin treats employees equally and prohibits all forms of discrimination (such as ethnicity, gender, age, disability etc.) in its compensation decisions. Therefore, Taishin don't have significant mean (average) raw gender pay gap.
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	YES	ESG Report (P115)	Taishin conducts market-wide salary surveys and reviews employees' compensation on a yearly basis. Employees are distinguished between managerial and non-managerial role when determining compensation. Compensation difference between males and females is monitored by taking into account both basic salary and the overall package. Taishin treats employees equally and prohibits all forms of discrimination (such as ethnicity, gender, age, disability etc.) in its compensation decisions. Taishin's compensation tools have no gender differences in diversity and fairness.
Inclusive culture			
Number of weeks of fully paid primary parental leave offered	YES	ESG Report (P118) ESG Report (P120)	
Number of weeks of fully paid secondary parental leave offered	YES	ESG Report (P119)	
Parental leave retention rate	76.7%	ESG Report (P120)	
Back-up family care services or subsidies through the company	YES	ESG Report (P118)	
Flexible working policy	YES	ESG Report (P119)	
Inclusive culture (continued)			
Employee resource groups for women	NO		
Unconscious bias training	100%	ESG Report (P33)	
Annual anti-sexual harassment training	YES	ESG Report (P39) Employee Code Of Conduct	Anti-sexual harassment policy included in employee code of conduct



Sustainability Highlights

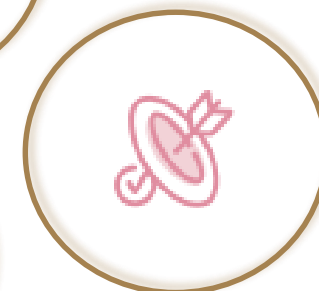
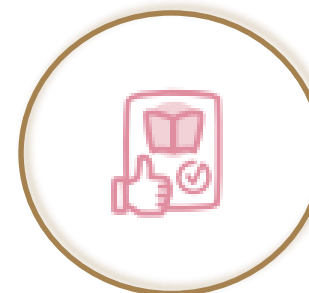
From Zero To Hero

Promote net zero in areas ranging from green operation, green services platform, and green living; and work with customers and business partners to create mutual benefits



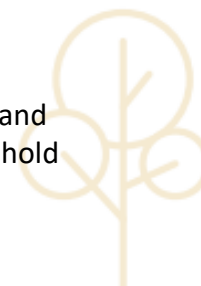
Technology & Partners & Inclusion

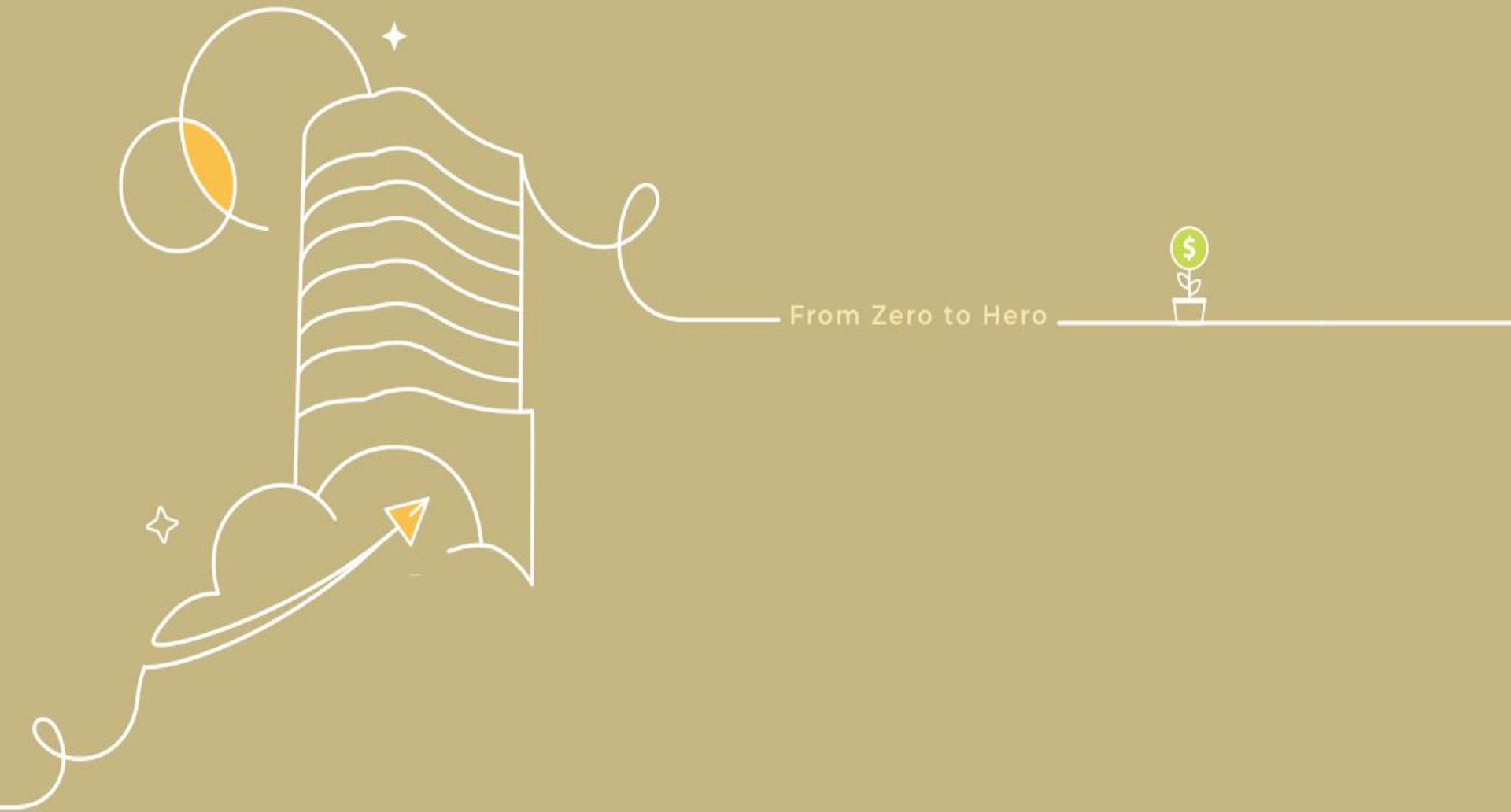
As a Fintech leader, Richart has an over 20% market share in terms of number of accounts. It has been the market leader for the last six years and introduced ESG investment portfolios. First-of-its-kind everyday banking platform that includes sustainable businesses to encourage green spending



Sustainability Talent Development & Social Group Empowerment & Platform to Improve Employment

Internally, Taishin organizes sustainability training in order to instill every employee's DNA with a culture of sustainability. Externally, Taishin guides social welfare organizations in following international sustainability trends and assists in cultivation of seedlings and tree planning, thereby creating opportunities for income. Furthermore, household cleaning services are provided to customers through credit card products, which creates job opportunities for the disadvantaged.





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