

CHAPTER 5

PROSPERING WITH THE COMMUNITY



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5.1 CREATING AN ENGAGING WORKPLACE

5.1.1 People-Oriented Philosophy

Our people-oriented approach

TPEX firmly believes that “talent” is the most important asset of an enterprise. Enabling every employee to work with peace of mind and fully utilize their expertise is a goal that TPEX continuously strives to achieve. In alignment with the principles of sustainable development and in treating all workers with dignity, TPEX not only complies with all relevant labor laws and regulations in Taiwan, but also recognizes and supports various international human rights conventions, including the Universal Declaration of Human Rights, the Ten Principles of the United Nations Global Compact, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the International Labour Conventions. In accordance with the following implementation guidelines, TPEX remains committed to upholding human rights, offering stable compensation, establishing a generous benefits system and a quality work environment, aiming to maintain long-term employee relations, enhance job satisfaction, and create a happy workplace.



1. Diversity, inclusion, and equal opportunity.
2. Prohibition of child labor.
3. Prohibition of forced labor.
4. Creating a safe and healthy working environment.
5. Promoting employees' physical and mental well-being and work-life balance.
6. Establishing effective channels for labor-management communication.
7. Timely review and evaluation of human rights-related policies and actions.

Human Rights Policy and Commitment

TPEX has established compliant and appropriate policies, management systems, awareness campaigns, and training programs to protect employee rights and implement workplace equality. In addition to rigorously adhering to labor laws, TPEX regularly conducts awareness programs on gender equality and legal protections related to unlawful infringements encountered in the execution of duties.

2024 Employee Statistics

As of the end of 2024, TPEX employed a total of 304 full-time regular staff (all on permanent contracts), including 135 males and 169 females. In addition, there were 29 outsourced personnel (including drivers, security guards, cleaning staff, and office attendants), consisting of 19 males and 10 females. All employees, including senior management, are 100% local nationals. A breakdown of the workforce by gender, job level, and age is as follows:

✓ Classified by gender		✓ Classified by job level		✓ Classified by age	
Male	44.4%	Management level	5.26%	Under 30 years old	12.17%
Female	55.6%	Non-management level	94.74%	31-50 years old	60.53%
				Over 51 years old	27.30%

Note: Management refers to department managers (inclusive) and above, and senior management refers to the chief secretary (inclusive) or above.

The number of new hires and departures of full-time employees in FY 2024

Type	Age	Gender		Total
		Male	Female	
New recruits	Under 30 years old	8	7	15
	31-50 years old	4	2	6
	Over 51 years old	1	1	2
	Subtotal	13	10	23
Departing personnel	Under 30 years old	2	0	2
	31-50 years old	4	7	11
	Over 51 years old	5	4	9
	Subtotal	11	11	22

2024 full-time employee new entry and turnover rate

Type	Gender		Age			Total
	Male	Female	Under 30 years old	31-50 years old	Over 51 years old	
New recruits	4.28%	3.29%	4.93%	1.97%	0.66%	7.57%
Departing personnel	3.62%	3.62%	0.66%	3.62%	2.96%	7.24%

Employment Equality

TPEX ensures that there is no discrimination or differential treatment based on race, religion, nationality, gender, sexual orientation, or physical or mental disability in all aspects of recruitment, employment, training, rewards, promotion, or retirement. New employees are remunerated based on their academic and professional background as well as their certifications. During employment, salary increases and promotions are handled equally. Employees of the same job grade receive the same base salary, effectively implementing the principle of equal pay for equal work.

TPEX provides equal recruitment and employment opportunities to disadvantaged groups, such as persons with disabilities and indigenous peoples, as it does for all employees.

Their training, rewards, and promotion opportunities are also treated equally. In the past three years (2022–2024), TPEX employed a total of 6 persons with disabilities, which exceeds the statutory employment quota stipulated in the People with Disabilities Rights Protection Act, demonstrating TPEX’s proactive commitment to employment equality. As TPEX does not require employees to disclose whether they identify as indigenous, statistics on indigenous hires are currently unavailable.

Current Employee Grievance Mechanism

TPEX has established a whistleblower policy and maintains direct communication channels via the Chairman’s and President’s mailboxes. Employees may file complaints through these avenues. In 2024, no employee complaints were reported.

5.1.2 Compensation and Welfare Support

Labor-Management Meetings

The TPEX Labor-Management Committee consists of 10 labor representatives and 10 management representatives. To ensure that all departments have sufficient opportunity to express their opinions, labor representatives are elected through a vote by all employees, with the candidate receiving the highest number of votes in each department being elected. Labor-management meetings are held quarterly to coordinate labor-management relations, promote cooperation, and jointly pursue a sustainable future. In 2024, TPEX held four labor-management meetings. Agenda items included the employee leave system, replacement of office equipment, and purchase of fitness equipment. No major or extraordinary issues were discussed.

Employee Compensation

TPEX provides stable salaries, a comprehensive benefits system, and a quality working environment. In addition to ensuring equal treatment in promotions and salary increases, the company offers compensation above the statutory minimum wage. These measures aim to enhance employee satisfaction and foster a happy workplace.

TPEX Historical Minimum Starting Salary Standards and Comparison with Minimum Wage

Year	Minimum Starting Salary (Male)	Minimum Starting Salary (Female)
2022	1.68:1	1.79:1
2023	1.61:1	1.71:1
2024	1.66:1	1.76:1

Gender Pay Ratio over the Past Three Years

Year	Type	Male	Female
2022	Management level	1.00	1.06
	Non-management level	1.00	0.88
2023	Management level	1.00	1.27
	Non-management level	1.00	0.96
2024	Management level	1.00	1.15
	Non-management level	1.00	0.99

Employee Benefits and Subsidies

In addition to statutory rights such as labor insurance, national health insurance, and parental leave, TPEX offers a wide range of protections and subsidies to comprehensively care for its employees. TPEX is committed to fostering a healthy, joyful, harmonious, and balanced work environment, recognizing employees' physical and mental well-being as a valuable asset. Since employees are not engaged in high-risk or high-incidence occupational disease roles, no specific occupational health hazards are present. The organization provides a diverse array of welfare programs and comprehensive support for employees at all stages of life. This ensures that, while employees work hard, their health and families are also well taken care of.

Employee Benefits



Leisure Welfare

- Travel subsidy
- Employee team-building activity subsidy
- Subsidy for club and interest group activities
- Quarterly employee gatherings
- Birthday gift allowance
- Holiday bonuses (three major holidays)
- Special leave benefits exceeding legal standards
- Occasional events such as movie screenings, employee family days, and parent-child sports events



Family Support

- Childbirth subsidy
- Childcare and nursery subsidy
- Children's education subsidy
- Subsidies for weddings, funerals, and other major life events
- Retirement benefits exceeding statutory requirements



Health Protection

- Hospitalization subsidy
- Major disaster assistance
- Health check-up subsidy
- Group insurance coverage



Support for Continued Education

- Foreign language learning subsidy
- Subsidy for in-service master's degree programs
- Tuition subsidy for credit courses

Parental Leave Policy and Childcare Measures

All full-time employees at TPEx are entitled to parental leave in accordance with the law. With 56% of TPEx employees being women, many of whom are of childbearing age, the organization is committed to helping female employees balance their careers and family responsibilities. Comprehensive and thoughtful benefits are provided across all stages—from pregnancy and childbirth to breastfeeding and childcare. These include prenatal leave to accommodate pregnancy-related discomfort and allow for medical checkups, childbirth incentives, maternity leave, and paternity leave for spouses. Upon returning to work after maternity leave or parental leave, employees have access to a well-equipped lactation room and sterilizers in the office. In addition, family care leave and flexible working hours are available to support work-life balance. Educational subsidies are also provided for employees' children during their school years. In 2023, the return-to-work retention rate one year after parental leave reached 100%, reflecting TPEx's success in protecting employees' labor rights and supporting both staff and their families. No employees applied for parental leave in 2024.

Parental Leave Status in 2024

Item	Female	Male	Total
Number of employees eligible for parental leave in 2024	0	0	0
Number of employees who applied for parental leave in 2024	0	0	0
Number of employees scheduled to return from parental leave in 2024 (A)	0	0	0
Number of employees who returned from parental leave in 2024 (B)	0	0	0
Number of employees who returned from parental leave in 2023 (C)	1	0	1
Number of employees who returned in 2023 and remained employed for one full year as of 2024 (D)	1	0	1
Return-to-work rate (%) = B/A	N/A	N/A	N/A
Retention rate (%) = D/C	100%	N/A	100%

Subsidy Policy for Further Education

TPEx views talent as its most valuable asset. In the spirit of sustainable development, the organization encourages employees to pursue continuous learning and improvement. Each year, a diversified annual training plan is developed based on current talent development needs. The 2024 training programs focused on three main areas: Professional Training, International Language Proficiency, and General Education. These initiatives aim to enhance professional capabilities, stimulate creativity and workplace potential, and promote international development. To strengthen employees' professional skills and cultivate internationally competent talent, TPEx not only offers internal professional and management training programs but also sends selected employees to language training courses and overseas study visits organized by domestic and international professional institutions to broaden global perspectives. Furthermore, to support employees in advancing their professional expertise and developing secondary specialties, TPEx provides tuition subsidies for part-time master's degree programs in law or accounting and for credit-based programs. Employees who obtain professional certifications—such as attorney, certified public accountant (CPA), or securities analyst licenses—while in service are eligible for special salary adjustments as recognition of their achievement.

Employee Club Participation

To promote employee well-being and a healthy work-life balance, TPEx encourages the formation of employee clubs and provides financial subsidies to support their activities. As of 2024, there are 15 active clubs, including table tennis, badminton, tennis, basketball, baseball/softball, fitness, Tai Chi, swimming, yoga, mountaineering, photography, music and singing, Yuan Zhi (Wisdom), Christian fellowship, and cycling clubs. These clubs organize regular or occasional events, offering employees opportunities to engage in social and recreational activities beyond their daily work. By fostering a sense of community and encouraging active lifestyles, TPEx helps employees achieve a balanced, fulfilling, and happy life.



EMPLOYEE CLUB EVENTS IN 2024

Name of Events	Time	Location
The Tai Chi Club attended the 18th Securities Industry Tai Chi Demonstration Event	April 20	FSC 10th Floor Auditorium
The Softball Club hosted the 15th Securities and Futures Slow-Pitch Softball Tournament	April 21 and 28	Meiti Riverside Park
The Yuan Zhi Buddhist Club held a Filial Piety and Blessing Ceremony	May 2	TPEX 11th Floor Classroom
The Yoga Club participated in the 13th Securities and Futures Yoga Gathering	June 1	FSC 10th Floor Auditorium
The Basketball Club competed in the 12th Securities and Futures Basketball Tournament	August 17	National Taiwan Normal University Gymnasium
The Table Tennis Club joined the 37th Securities Cup Table Tennis Tournament	October 19	National Taiwan Normal University Gymnasium
The Badminton Club took part in the 21st Securities and Futures Badminton Gathering	November 9	Daan Sports Center
The Christian Fellowship hosted a Christmas Luncheon	December 18	TPEX 11th Floor Classroom
The Cycling Club hosted the "Cycling 30" event	December 1	From Taipei City to Tamsui Old Street

Family-Friendly and Cultural Family-Friendly and Cultural Activities

In 2024, TPEX organized a group outing to watch the Yomiuri Giants Exhibition Baseball Game, promoting a spirit of sportsmanship among employees while supporting Taiwanese baseball and athletic events. The activity fostered team bonding and encouraged a healthy lifestyle through sports appreciation. Additionally, TPEX hosted a theater outing for Greenray Theatre's performance of "The Human Condition", encouraging employees to engage in cultural and artistic experiences. Through this theatrical production, employees were able to enhance their appreciation for the arts and humanities, gain personal reflection and insight, and transform those inspirations into motivation for professional growth.



The Yoga Club participated in the 13th Securities and Futures Yoga Gathering



The Table Tennis Club joined the 37th Securities Cup Table Tennis Tournament



The Cycling Club hosted the "Cycling 30" event

5.1.3 Talent Development

In line with its “people-oriented” philosophy, TPEx develops a diversified annual training plan each year based on its talent development needs, aiming to cultivate professionals with a spirit of sustainable growth. To effectively monitor employee performance and support their continuous improvement, TPEx has established an annual performance evaluation system. In 2024, 100% of employees who had served for more than six months completed their performance appraisals, ensuring alignment between individual development and organizational growth.

Types of Internal Training Courses		Examples of Course Content
Professional Training	Focused on the themes of “Professional Value” and “Innovative Products”. “Professional Value” covers areas such as global economic trends, digital technology, AI intelligence, and industry practices. “Innovative Products” include financial innovation products, digital innovation, new regulations, or the launch of new business initiatives.	<ul style="list-style-type: none"> • Taiwan Carbon Credit Trading and Market Outlook • Industry Applications of ChatGPT / Trends in Generative AI Applications • Big Data and Business Analytics – E-commerce, Advertising, and Customer Management • Practical Analysis of Stress Testing for Banks and Securities Firms • Sharing of Practical Experience in Financial Crime Investigation • Overview of the Precision Medicine Industry and Company Introduction • Current Status and Trends of International Carbon Pricing and Carbon Credit Trading • The Carbon Wave: Overview of Carbon Credit Formation and Trading Systems, Data Governance and Data Quality • Development and Application Analysis of Generative AI in Smart Healthcare • Analysis of Cryptocurrency-related Criminal Activities
International Language Proficiency	<ul style="list-style-type: none"> • Foreign Language Study Subsidy: Different subsidy amounts are provided based on the target group to effectively enhance individualized foreign language abilities, encouraging employees to pursue continuous learning. • Subsidized Languages: Business English, Japanese, or other approved national languages authorized through official approval. 	
General Education	Includes statutory general education, management general education, and humanities general education.	<ul style="list-style-type: none"> • Statutory General Education: Conducts management courses such as “Information Security Training and Personal Data Protection Act”, “Corporate Integrity and Whistleblowing System”, “Fire Safety Training”, “Occupational Safety and Health Regulations”, and “Gender-Friendly Workplace and Sexual Harassment Prevention Case Studies”. • Management General Education: Offers management courses including “Talent Deployment and Coaching Skills”, “Upward and Downward Communication and Transmission”, and “Building High-Quality Teams and Corporate Culture for a Better Future”. • Humanities General Education: Provides soft skill courses such as the “Competency Enhancement Series”, “Sustainable Low-Carbon Series”, and “Healthy Living Series”, covering essential workplace skills, environmental-friendly lifestyles, sustainable food and friendly dining, health and stress relief, physical fitness, travel knowledge, and green floral art creation.

Talent Development Policy

The primary goal of talent training is to enhance the professional capabilities of the workforce, stimulate employees' workplace potential and creativity, and cultivate proactive international professionals. This initiative aims to improve human capital efficiency and support the TPEX's internationalization efforts. In 2024, the training program continued to focus on three key areas: Professional Training, Foreign Language Proficiency, and General Education, to foster a highly skilled and globally competitive workforce.

Employee Training Programs and Implementation

In addition to internal training courses, TPEX also encourages employees to participate in training and study programs organized by domestic and international professional institutions. These initiatives aim to strengthen both core and interdisciplinary expertise. In 2024, the total number of internal and external training hours completed by TPEX employees reached 19,460.5 hours, averaging 64.01 hours per person. This demonstrates TPEX's strong commitment to professional development and global competitiveness.

Statistics on the number of internal and external education and training hours of employees in the past two years

	2023	2024
Training hours	19,060	19,460.5
Number of employees	303	304
Average number of hours of training for employees	62.90	64.01

Training Satisfaction Survey

To evaluate the effectiveness of employee training, TPEX conducts an annual satisfaction survey. Feedback collected from employees is used as a reference for future training program planning. In 2024, 100% of respondents indicated that the core and general education training hours provided by TPEX were sufficient.



2024 Mid-Level Management Training Program

Job Rotation and Performance Incentive Mechanism

To enhance organizational efficiency and ensure talent is matched to suitable roles, TPEX has established "Guidelines for Employee Job Rotation", with regular interdepartmental rotations. In 2024, a total of 21 non-managerial employees were reassigned to different departments based on their expertise, educational background, and personal interests. All employees with over six months of service undergo performance evaluations. In accordance with the "Employee Incentive Guidelines", those who propose innovative ideas, engage in product or business research, manage projects or events, or demonstrate outstanding contributions are eligible for performance rewards. TPEX remains committed to cultivating top talent through a comprehensive career development framework.

5.1.4 Employee Care

TPEX firmly believes that talent is the most valuable asset of an organization. A healthy workplace fosters employee well-being, enabling individuals to work with peace of mind and fully leverage their expertise. TPEX is committed to building a comprehensive health management system and continuously promotes health-related activities to cultivate a culture of workplace wellness.

Occupational Health Services and Related Measures

Safeguarding Physical and Mental Health



- Health examination subsidies are provided, along with one day of paid leave for undergoing medical checkups.
- Implementation of various occupational health programs, including ergonomic hazard prevention, prevention of illness induced by excessive workloads, protection against unlawful acts in the workplace, and maternal health protection plans.
- Employment of a full-time occupational health nurse and appointment of contract physicians who provide monthly health education and consultation three times per month.
- To enhance group immunity, TPEX organized two vaccination events for influenza and COVID-19, with approximately 186 participants in total—achieving a combined vaccination rate of nearly 60%.
- A range of health-related workshops were conducted, including stress relief, healthy eating, and lifestyle wellness programs.



Enhancing the Work Environment

- Regular disinfection and cleanliness of the workplace are carried out, along with routine carbon dioxide concentration testing to ensure a safe working environment.
- A gym is available for employees, with regular maintenance and equipment upgrades to ensure safety and usability.

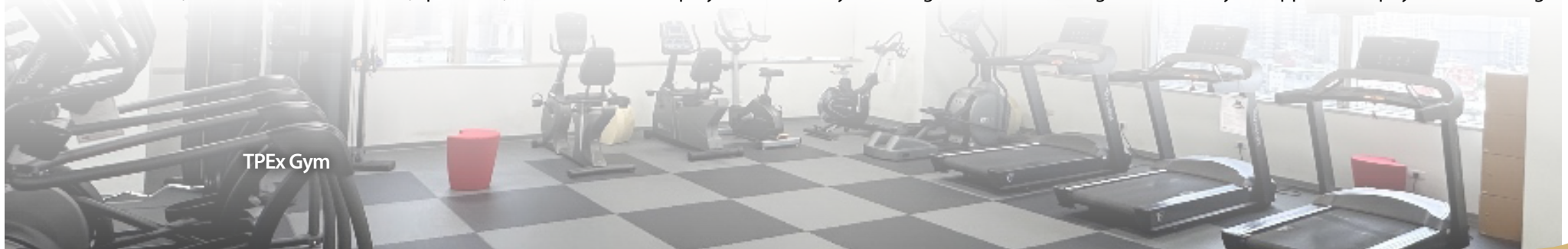


Comprehensive Emergency Response Measures

- Annual air raid and earthquake evacuation drills are conducted.
- Annual fire safety drills are organized to raise emergency awareness.
- First aid personnel receive training in occupational health and safety and are provided with periodic refresher courses.
- Automated External Defibrillators (AEDs) are installed on-site to ensure readiness in the event of cardiac emergencies.

TPEX Gym

To encourage employees to develop regular exercise habits, TPEX has established a dedicated gym within its office building. This facility allows staff to make effective use of breaks during the workday to engage in physical activity. TPEX continues to expand the gym space and upgrade its equipment, which includes treadmills, recumbent and upright bikes, abdominal benches, back extension machines, spin bikes, and dumbbells. Employees are actively encouraged to take advantage of the facility to support their physical well-being.



TPEX Gym



5.2 PROMOTE THE SUSTAINABLE DEVELOPMENT OF SOCIETY

5.2.1 Cultivating Innovation Momentum

“GISA Plus” – A New Scheme to Support Startups

TPEX has long been a proponent of social innovation and is committed to fulfilling its corporate social responsibility. The Go Incubation Board for Startup and Acceleration Firms (GISA) was established to support the development of micro-, small-, and medium-sized innovative enterprises. GISA provides essential resources to help companies strengthen their foundations, enhance visibility, and accelerate growth.

In line with the government's policy to promote diverse revitalization and development of micro and small enterprises, especially those in innovation, entrepreneurship, and youth startups. TPEX collected feedback from stakeholders through interviews and surveys. As a result, TPEX launched the enhanced GISA Plus scheme on January 9, 2025, aiming to broaden the pool of recommending entities, simplify the application process, include a wider range of companies for guidance, and strengthen promotional and matchmaking services to better prepare firms for entry into the capital market.

The GISA Plus scheme includes several key enhancements. These include expanding the list of recommending institutions to include securities underwriters, joint CPA firms and CPA associations, venture capital and private equity associations and their members. In addition, enterprises that have received investments from the National Development Fund, grants under the Ministry of Economic Affairs' SBIR or SIIR programs, or are established science-based companies in science parks are now eligible to directly apply for guidance. The new system also streamlines required documentation, including the business plan and statement of innovation and creativity, and extends the validity period of these statements. Additional measures include requiring companies to have their most recent fiscal year financial statements audited and certified by CPAs prior to GISA registration., increasing pre-listing fundraising flexibility, allowing companies to choose the start time for CPA-led guidance, and promoting tiered guidance programs, resources, and initiatives such as the “GISA Plus Elite Award” to support qualified enterprises.

To promote and implement the concept of social innovation, TPEX has adopted the following measures:

- ✓ TPEX continues to support the development of social innovation enterprises by inviting GISA board companies to participate in major domestic exhibitions and by organizing investment and business matchmaking events. These efforts aim to assist social enterprises in raising capital and expanding business opportunities by directly connecting with potential corporate partners or investment institutions, thereby acquiring the resources necessary for their operations.
- ✓ As of December 31, 2024, there were 107 companies listed on the GISA board, among which 16 companies, approximately 15% were identified as social enterprises and registered in the “Social Innovation Enterprise Database” maintained by the Small and Medium Enterprise and Startup Administration, Ministry of Economic Affairs.

Promoting Women's Entrepreneurship Development

In alignment with the gender equality promotion plan set by the Financial Supervisory Commission (FSC), TPEX continues to monitor and advance issues related to the development of women's entrepreneurship. With the goal of stimulate national economic growth, TPEX is committed to building a sound capital market and leveraging the multi-tier structure of its market to channel financial resources to support the growth of micro, small, and medium-sized innovative enterprises. According to the 2024 White Paper on Small and Medium Enterprises, there were 1,673,557 business owners in 2023 whose gender could be identified. Among them, 625,175 were female business owners, accounting for 37.35% of all SME owners in Taiwan. Compared to 2022, the number of female SME owners increased by 19,098, representing an annual growth rate of 3.17%.

TPEX has long collaborated with government agencies to provide comprehensive support to female entrepreneurs. In 2024, TPEX partnered with the Small and Medium Enterprise and Startup Administration, Ministry of Economic Affairs, to promote the Women Entrepreneurship Flying Geese Program. This included organizing one Women Entrepreneurs Salon and Trend Forum, along with two entrepreneurship skill-building workshops. Through these activities, TPEX introduced GISA resources to female entrepreneurs and hosted thematic sessions to enhance their financial literacy, entrepreneurial capabilities, and understanding of global industry trends and economic developments. The events attracted approximately 500 participants. Utilizing the "lead goose guiding young geese" model, TPEX helped female entrepreneurs expand business opportunities and deepen their entrepreneurial and management knowledge.

2024 TPEX ENTREPRENEURSHIP AND WOMEN'S ENTREPRENEURSHIP RELATED ACTIVITIES



May 18, 2024
"Entrepreneurs' Fundraising Capabilities and Crowdfunding" Workshop

TPEX invited senior executives including the general manager of a technology company, the co-founder of a crowdfunding platform, and the managing partner of an accounting firm to deliver keynote speeches. TPEX also introduced GISA as a funding and development platform tailored for startups and entrepreneurial ventures.

August 10, 2024
"Maximizing the Value of Shareholders, Strategic Partners, and Government Resources" Workshop

This workshop was designed to help early-stage women entrepreneurs effectively secure funding, engage in entrepreneurial activities, and form strategic partnerships to rapidly scale their business. A managing partner from an accounting firm discussed the operational and financial impact of shareholder investment. The workshop also featured a dedicated session in which TPEX shared practical strategies on utilizing GISA resources to accelerate brand development and business growth.

October 7, 2024
Women Entrepreneurs Salon and Trend Forum

TPEX hosted a salon event featuring a keynote speech by a researcher from the Net Zero Office of the Ministry of Economic Affairs and the Taiwan Institute of Economic Research. The event included experience-sharing sessions by TPEX and female executives, such as chief operating officers from women-led companies, focusing on sustainable growth and market insights.



Photo of Women Entrepreneurs Salon and Trend Forum

5.2.2 Promoting Financial Literacy

TPEX remains committed to safeguarding investor rights and enhancing the overall financial literacy of the public. In alignment with prevailing market trends and public policy directives, TPEX developed and implemented a diverse range of financial education programs and outreach initiatives throughout 2024. These efforts were tailored to meet the needs of different stakeholders and encompassed key topics such as basic financial knowledge, anti-fraud awareness, capital market education, and ESG-related literacy. Target audiences included retail investors, university students, innovative enterprises, and financial professionals.

Investor Education and Anti-Fraud Awareness

Name of the course/activity	Core content	Participant	Execution results
Investor Seminars	Seminars were organized to provide participants with insights into economic outlooks, TPEX-listed products and mechanisms, and information on how to prevent investment fraud.	General Investors	A total of 27 seminars were held throughout the year, combining in-person sessions with live online broadcasts. Each session attracted over 50 participants on average.
Online Anti-Fraud Interactive Game	An interactive online game simulated common investment scam scenarios, such as fake investment platforms and AI-generated voice and video fraud, to educate investors in an engaging way while raising their vigilance.	General Investors	Two large-scale online events were organized, drawing a cumulative participation of over 90,000 individuals.
Financial Services Public Welfare Carnival	TPEX hosted a booth offering educational anti-fraud games, interactive Q&A sessions, and real-life scam case studies to enhance public understanding of fraudulent tactics.	General Public and Family Groups	Events were held in Tainan and Taipei, specifically targeting families and older adults to enhance intergenerational awareness of financial fraud prevention.
ESG × Investment Education Campaign	In collaboration with The News Lens, TPEX launched a festive online campaign titled “Draw a Fortune for the Planet” during the Lunar New Year, integrating ESG awareness with investment education through a themed digital lottery experience.	General Public and ESG-Oriented Investors	Through thematic activities, TPEX promoted awareness and engagement with sustainable financial products, encouraging participation from individuals interested in ESG investing.

Financial Literacy and Fraud Prevention for Youth

Name of the course/activity	Core content	Participant	Execution results
“Fraud Prevention Vanguard – Stay Sharp in Your Youth” Campus Campaign	In collaboration with the Taiwan Stock Exchange and financial institutions, TPEX conducted campus tours across universities and colleges to explain common financial fraud schemes.	College students	Awareness sessions were held at 75 higher education institutions, aiming to build fraud prevention resilience among youth. Students were also encouraged to influence their families and create an intergenerational fraud prevention network.
17th “TPEX Financial Elite Camp for College Students”	A dual-track program combining online courses and an investment portfolio competition was launched to cultivate students’ financial knowledge and practical market experience.	College students	A total of 149 teams comprising 551 students participated. Among them, 94 teams (363 students) completed the online learning and submitted final reports. The top 10 teams advanced to the finals for in-person presentations and evaluations.

Professional Guidance and Sustainability Courses for Issuers

Name of the course/ activity	Core content	Participant	Execution results
Greenhouse Gas Inventory Workshops	The course covered the latest domestic and international developments in GHG management, introduced relevant GHG inventory standards, and included practical exercises and calculations for Scope 3 emissions.	TPEX-listed companies	A total of 5 sessions were held
Information reporting course for ESB companies	This course included operational guidance on using the Market Observation Post System (MOPS), key regulations and reminders related to information disclosure, as well as procedures for shareholder meetings and ex-dividend/ex-rights declarations.	Finance and accounting personnel from Emerging Stock companies	Quarterly sessions were conducted, each attracting around 50 companies, helping enhance the quality of information disclosure.
iXBRL Filing Awareness Seminar	The seminar introduces the basic concepts, application process and data structure of iXBRL.	Listed companies' information units	Four training sessions were held to strengthen participants' familiarity with the disclosure system and improve filing efficiency.
Seminar on Key Matters for TPEX-Listed and Emerging Stock Companies	The seminar featured four major topics: recent amendments to material information regulations, key points in information disclosure, internal control issues (including cybersecurity audit deficiencies), and common deficiencies in sustainability reports. Through practical case sharing, the sessions supported companies in complying with legal requirements, enhancing disclosure quality, and strengthening their internal control and audit systems.	TPEX-listed and Emerging Stock companies	One online session was held to help companies enhance corporate governance practices.

Training for Industry Professionals and Promotion of Market Regulations

Name of the advocacy meeting	Course focus	Participant	Execution results
Seminar on "Standards for securities firms' internal control systems"	Introduced and explained the 2024 amendments to the standards for internal control systems applicable to securities firms.	Internal auditors and self-assessment personnel from securities firms' head and branch offices	A total of 12 sessions were jointly held in collaboration with the Taiwan Stock Exchange and other relevant organizations.

5.2.3 Support Social Welfare

Actively Supporting Public Welfare

Upholding the principle of "giving back to society what is taken from society", TPEX explicitly stipulates in its Articles of Incorporation that a certain percentage of its after-tax profit from the previous year must be allocated for social welfare donations when preparing the annual budget. Furthermore, the "Public Donation Management Regulations" are in place to govern the principles and mechanisms for these donations. To effectively utilize donation resources and promote social welfare through various channels, in 2024, TPEX regularly assessed the needs of various social welfare and public interest organizations across several key areas: "Healthcare Support", "Support for Vulnerable and Social Welfare Groups", "Support for Cultural and Sports Activities", and "Environmental Care". After careful evaluation, resources were provided to those in need. In 2024, the cumulative donation amount totaled approximately NT\$49.66 million.

Caring for the Elderly

TPEX aims to ensure that all seniors receive appropriate care services through multifaceted assistance. In 2024, TPEX sponsored the “Hot Meal Program for Disadvantaged Elderly Living Alone” by the Hondao Senior Citizen's Welfare Foundation and the “Care Program for Isolated and Unaccompanied Seniors” by the China Long-Term Care Association. These initiatives are designed to protect seniors from hunger, provide them with nutritious meals and diverse care, and ultimately ensure they receive comprehensive long-term care services.



Medical Support

TPEX has a long-standing commitment to supporting healthcare. In 2024, we donated to hospitals under the Ministry of Health and Welfare, including Puzi Hospital, Sinying Hospital, Hengchun Tourism Hospital, and Penghu Hospital. This support helped them replace or acquire new medical equipment, improving healthcare quality and providing better medical services for the public. Additionally, through the Ministry of Health and Welfare's public fundraising management system, we identified and funded various medical-related initiatives. These include the “Penghu Huimin Hospital Reconstruction Project”, “South-Link Mobile Medical Outreach”, “Taitung Christian Hospital Public Welfare Project”, and “St. Paul's Hospital New Campus Construction Fund”. Our goal is to help bridge the healthcare gap in remote areas.



Embracing the philosophy of “a bag of blood saves a life”, TPEX has annually co-hosted the “Finance with Love, No More Blood Shortages” blood drive since 2011. This event is organized in conjunction with the Taiwan Academy of Banking and Finance, the Taiwan Futures Exchange, and the Taipei Blood Center. In 2024, the blood drive was held on August 8. To encourage public participation, we provided scheduled shuttle services from Guting MRT Station to the Taiwan Academy of Banking and Finance for blood donation and provided appreciation gifts to blood donors during the event.



Jointly organized a blood donation drive with relevant organizations

Donations to the Disadvantaged

TPEX is dedicated to caring for vulnerable groups and fulfilling its social responsibilities. In addition to supporting isolated seniors through the Hondao Senior Citizen's Welfare Foundation's “Hot Meal Program for Disadvantaged Elderly Living Alone” and the Chinese Long-Term Care Association's “Care Program for Isolated and Unaccompanied Seniors”, we also extend our support to other key areas. For economically disadvantaged new residents, TPEX sponsors the Pearl S. Buck Foundation, Taipei's “Scholarship Program for Economically Disadvantaged Children of New Residents”. This initiative helps these children acquire vocational skills, which in turn strengthens their employability. To assist individuals with disabilities, TPEX supports the Father Aloysius Michael Social Welfare Foundation's “2025 Fundraising Program for Diversified Services for People with Disabilities”. This program provides essential residential care, daily living support, and rehabilitation services to empower individuals with disabilities toward independent living. Furthermore, TPEX sponsors the Heng Shan Foundation to assist disadvantaged families with home repairs, helping vulnerable groups overcome life's challenges.



Donation Ceremony of TPEX Family Hand-in-Hand Supporting Public Welfare: Sending Love to 1919 Food Bank

Since 2013, TPEX has consistently supported the public welfare initiatives of the 1919 Food Bank. To further amplify its philanthropic impact, TPEX began inviting listed and emerging companies to join these charitable efforts in 2015. In 2024, these collaborative contributions totaled NT\$2.9506 million, along with 6,300 kilograms of rice and numerous other essential daily supplies. To commemorate these significant contributions, TPEX hosted a “TPEX Family Hand-in-Hand Supporting Public Welfare: Sending Love to 1919 Food Bank” donation ceremony on January 24, 2025. During the event, the 1919 Food Bank elaborated on their methodology of “redistribution, revalorization, and reutilization”. They demonstrated how this approach not only addresses food shortages but also promotes sustainable community development, reduces waste, and protects the environment, offering the attending TPEX family representatives a profound understanding of the true meaning of sustainability. Furthermore, TPEX also supports the “Finance with Love – Food (Resource) Bank” joint donation event, organized by the Taiwan Futures Exchange. Through these tangible actions, TPEX embodies its corporate care philosophy and fulfills its social responsibilities, continuing to contribute positive energy to society.

Promoting Employment

To support disadvantaged groups and foster their employment development, TPEX actively procures products made by these organizations. In 2025, for example, TPEX collaborated with securities firms and investment trust companies to select handmade soaps crafted by the “Little Shells Workshop” of the Taipei Autism Parents' Association as gifts for 27 “TPEX Market Investor Seminars”. This initiative supports the association's efforts to train individuals over 18 years old with moderate to severe intellectual disabilities. Through skills coaching and learning, the program helps these individuals build self-sufficiency. By implementing green procurement and fulfilling its social responsibilities, TPEX is working together with various sectors to promote ESG sustainable values.



Inclusive Education

To help outstanding young individuals in Taiwan gain a deeper understanding of capital market development, TPEX has annually hosted the “Financial Elite Camp for College Students” since 2008. In 2024, a total of 551 students from 46 universities and colleges across the country formed 149 teams to register for the “Financial Elite Camp for College Students” online training program. Among them, 58 teams, comprising 603 individuals, completed the online courses and submitted presentation videos to advance to the final stage of the competition. On October 4th, 10 teams participated in the lively final competition and awards ceremony.



Reflection from the First-Place Team of the 2024 Financial Elite Camp for College Students:

Participating in the 2024 Financial Elite Camp for College Students organized by TPEX has been a truly rewarding experience. The experts’ clear and insightful explanations deepened my understanding of financial investment, capital market operations, and the application of various financial instruments. Through case studies and interactive discussions, I not only grasped fundamental concepts but also acquired practical skills in risk management and asset allocation.

This program greatly broadened my financial perspective, sparked a strong interest in the financial industry, and reinforced the importance of integrating theory with practice. I am committed to continuing my learning journey, enhancing my professional competence, and striving to shine in the field of finance.

To encourage the financial industry to fulfill its social responsibilities, TPEX makes ongoing contributions to the “Financial Services Education Charity Fund”, established by the Bankers Association of the Republic of China. This fund supports young students from disadvantaged families in completing their education and provides financial literacy courses, promoting inclusive finance. In line with the “social care” principle of education policy, TPEX annually supports the “Ministry of Education – School Education Savings Account” initiative championed by the Taiwan Stock Exchange (TWSE). This joint effort helps economically disadvantaged students successfully complete their studies.

To enhance the financial employment competitiveness of university students from economically disadvantaged backgrounds and help them secure positions in finance-related industries, TPEX has responded to the call from Taiwan Depository & Clearing Corporation (TDCC). In collaboration with the Taiwan Stock Exchange (TWSE), Taiwan Futures Exchange (TAIFEX), and other financial, securities, and futures market participants, TPEX has established the “Financial Literacy for Youth Program”. This program invests financial industry resources into these economically vulnerable university students, assisting them with financial professional license examinations and connecting them with financial employment opportunities.

Additionally, TPEX supports vulnerable students' education by donating to student aid programs at Family Support Centers across northern, central, and southern Taiwan. We also provide long-term support for initiatives such as the National Performing Arts Center's National Theater & Concert Hall's “Art Zero Distance: Dual Island In-depth Education Project” and the Taiwan Aboriginal Voices Education Association's Indigenous Education Service Project. These programs aim to increase opportunities for children in remote areas to engage with art, music, and educational learning.



National Theater & Concert Hall's “Art Zero Distance: Dual Island In-depth Education Project”



Promoting Sports and Arts

To promote a thriving sports culture in Taiwan and consistently support the development of athletic activities, TPEX annually collaborates with the Sports Administration of the Ministry of Education to identify school sports teams in need of resources. In 2024, TPEX sponsored various school sports teams, including the Tongfu Junior High School Judo Team in Nantou County, the Timol Elementary School Judo Team in Pingtung County, the Wutan Elementary School Judo Team in Pingtung County, the Changhua Girls' Senior High School Badminton Team in Changhua County, and the Wujie Junior High School Badminton Team in Yilan County. Additionally, we provided sponsorship to the Ming Chuan University Football Team and the Taichung City Football Future Development Association's FUTURO Football Team. Furthermore, TPEX aims to contribute to nurturing national sports talent by continuously sponsoring relevant competition or training programs organized by the Republic of China Golf Association.

To bring the public closer to performing arts and encourage engagement with culturally rich venues, TPEX sponsored a variety of initiatives in 2024. These included the National Day Projection Mapping Show, Presidential Office Concert, and “We Are, Our Lunar New Year's Eve” events, all hosted by the General Association of Chinese Culture. Additionally, TPEX supported the Paper Windmill Theatre's “368 Townships and Districts Children's Art Project” and Public Television Service's “2024 Art Education Promotion Project”. Through these diverse sponsorships, TPEX aims to promote arts and culture across multiple dimensions.