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CHAPTER 4

4.1.1 Social Innovation

Driving startup development



In the early stage of operation, innovative and creative enterprises are mostly faced with bottlenecks such as small capital, low product awareness, insufficient R&D resources, and incomplete internal control. In 2014, TPEX set up the GISA, which provides two key services of entrepreneurship counseling and financing channels for innovative and creative enterprises, that is, to help enterprises overcome bottlenecks through the resources of the capital market.

Under the strategic goal of creating a “multi-functional and multi-tiered comprehensive exchange”, TPEX actively supports emerging small-to-medium-sized and micro-enterprises primarily in the high-tech industry, and the innovation and creativity industry to become listed and raise funds. In order to promote the development of startups and social innovation, the GISA has specially set up an industry category of “social enterprise”, and actively encourages social innovation enterprises to apply on the GISA, so that they may use the counseling resources on the GISA to accelerate the growth of enterprises and exert social influence. Meanwhile, in order to encourage social innovation enterprises to register on the GISA, the procedure for registration on the GISA is simplified for social enterprises registered in the “Social Innovation Database” of the Small and Medium Enterprise Administration, Ministry of Economic Affairs.

As of December 31, 2022, there were 12 companies that were social enterprises and registered in the Social Innovation Database of the Small and Medium Enterprises Administration of the Ministry of Economic Affairs among the GISA companies, and the amount of funds raised reached NT\$192 million. In addition, TPEX also organizes matchmaking activities for GISA social innovation enterprises to assist them in establishing cooperation or investment opportunities with domestic medium and large enterprises or investment institutions.

Building female power



There are many female entrepreneurs with abundant innovation energy in Taiwan, and TPEX spares no effort to support female entrepreneurs. Also, understanding that funds and resources are urgently

needed to develop creativity and expand development in the process of starting a business, in order to promote the exchange and growth of more female entrepreneurial elites, TPEX takes the initiative in providing relevant government counseling resources for female entrepreneurs, and gives them the support needed to thrive at the early stage of business development with the hope of increasing female participation in the business world.

Through collaboration with the Small and Medium Enterprise Administration, Ministry of Economic Affairs, TPEX has targeted and invited female entrepreneurs to conduct publicity or forum activities to promote the counseling resources of GISA to them, and at the same time enhance their financial knowledge, entrepreneurial knowledge, global industrial development, and economic trends, so to enhance women's entrepreneurial and economic capabilities.

Elite entrepreneurs conferences

AI-RAN HE, head of the Startup Incubation Department of TPEX, and representatives of enterprises such as Rose Tsou, Chairman of World Vision Taiwan, YI-JIA CIU, General Manager of Fontrip and SIAO-TING LIN, General Manager of Tan Kong Precision, etc., attended the event to share their experiences and opinions.



Women entrepreneurship salon series seminars

There were 2 sessions in this series, analyzing how women use their unique traits to succeed in different fields of work. In the event on May 31, 2022, AI-RAN HE, head of the Startup Incubation Department of TPEX, together with LI-SIAN HE, Chief Sustainability Officer of CTCI, female entrepreneurial representatives, including TING-TING ZENG, president of NewGreen Tech and WAN-PING BI, CEO of Sunpower Energy and other entrepreneurial representatives, attended the focus discussion of this event, with the theme of solving the key business opportunities of “net zero emission”, sharing how to use GISA's guidance mechanism to establish a good internal control and accounting system for the company, enhance the company's strength and popularity, and give full play to the benefits of business expansion, as well as teaching the business owners how to make good use of GISA resources to enhance the company's strength.



Organized the Financial Talent Camp to cultivate outstanding securities professionals and propagate financial knowledge



Since 2008, TPEX has held the Financial Talent Camp every year, which has been the 15th year since 2022. The camp activity in 2022 has been accepted for registration since May 30. Due to the impact of the epidemic, online learning and competitions have been adopted. The award ceremony was successfully held on October 3, with 412 teams and 1,433 students from 82 tertiary institutions had enrolled for the camp, which is a record high. In the end, a total of 320 teams with 1,125 students from 82 tertiary institutions completed the online course and produced videos to participate in the investment portfolio competition.

Edith Lee, Managing Director & CEO of TPEX, gave special encouragement to students at the award ceremony. She pointed out that financial knowledge is a basic skill in today's society. Good financial knowledge should cover a full understanding of the overall market and commodity characteristics, and risk awareness is indispensable. Through financial education and publicity of this event, students were reminded to be prudent in financial management, love credit, and identify information sources to prevent financial investment fraud. In addition, a number of students from the non-finance department actively participated in the competition. This cross-field active learning attitude and the joint efforts of each group of members to achieve the goal through team cooperation are precious and worthy of encouragement.



Group Photo of Financial Talent Camp Award Ceremony

Opinions of camp participants

After the activity, a questionnaire survey was conducted on the participating students. The students all expressed their affirmation of this workshop and were willing to continue to participate in other activities organized by TPEX, or recommend classmates to sign up. The 4 online workshops were very practical, allowing most of the participating students to better understand the operation of the capital market, the main business of TPEX, market characteristics, and trading practices. Students thought that the online investment portfolio competition for TPEX products was extremely challenging and gave positive affirmation. Furthermore, the online method spared participants the hassle of traveling and provided flexible learning time. It is suggested that the online method shall still be preferred in the future, even if the pandemic is over.

The training courses in the 2022 Financial Talent Camp, which enable most participating students to have a better understanding of the operation of the capital market, the main business and services, market characteristics, and trading practices of TPEX, are very practical. Students suggested adding relevant financial-themed courses such as experience sharing by investment experts, introduction of foreign capital markets and current financial market trends, domestic industry orientation, general economic trend analysis, asset allocation, and future investment development trends such as ESG sustainable investment, with a view to further enhance financial expertise. TPEX has taken the valuable suggestions of students as a reference for the next event.

Student HSU: I would like to express my gratitude to TPEX for its persistence in holding this competition even during the pandemic. At the beginning of registration, I was very worried about my insufficient contribution to the entire group because I did not have any investment experience. The patient guidance of team members and the exquisite learning film recorded by TPEX enabled me to have a better understanding of the investment market in Taiwan and let me know how to allocate assets in the risk market to achieve the highest effectiveness.

Student HUANG: The investment competition of the Securities Talent Camp gave me an opportunity to discuss and learn from each other with team members, and to learn more about the capital market and TPEX. In the past, I did not start an actual investment due to various reasons. However, I experienced a series of pre-preparations of investors in this competition: to analyze the macro environment, understand the industry, understand the individual stock, calculate risks, and learn from team members in the process of discussion. The simulation investment competition enabled me to have a better understanding of the relevant information of each subject and market, and I hope that these experiences will become an integral part of my actual operation in the future.

4.1.2 Actively Support the Disadvantaged

TPEX upholds the spirit of “giving back to the society from which it benefits”. Specifically, the provisions of the Donation of Association of Taipei Exchange stipulate that a certain percentage of the previous year’s after-tax surplus must be allocated as donations for social welfare. Furthermore, TPEX has formulated the “Management Measures for Charitable Donations” that stipulates the implementing principles and mechanisms.

Care in multiple ways

TPEX categorized charitable donations into six dimensions: caring for the “healthcare” “disadvantaged and social welfare groups”, “children and youth”, “elderly”, “cultural and sports activities”, and “environment”. TPEX regularly assesses the specific needs, direct related resources, and connect demands of different dimensions to amplify the impacts.

Medical support



TPEX has long been caring for healthcare. In 2022, it donated to Centers for Disease Deployment Hospital, Wanfang Hospital, Guandu Hospital, Shuang Ho Hospital, etc., and assisted in replacing or purchasing medical equipment to improve medical quality and enable the public to obtain better medical services. In addition, TPEX made donations to support the reconstruction of Penghu Huimin Hospital to help create a better medical and health care environment.

TPEX donated to NTU Children’s Health Foundation - for children with critical illness, hoping to provide more professional and comprehensive care for children with critical illness.

In order to implement the concept of A Gift that Saves Lives, the Taiwan Academy of Banking and Finance, the Taiwan Futures Exchange, TPEX, and the Taipei Blood Center jointly organized and invited other financial institutions adjacent to the office to participate in the “Love from the Financial Sector: No More Blood Supply Shortages” blood donation activity. To encourage the public to actively participate in blood donation activities, in addition to providing gifts to the blood donors on the day of the activity, we also arranged vehicles on a regular basis to encourage employees to actively participate in blood donation.

Caring for the elderly



TPEX has been sponsoring “Hot Meal Program for Disadvantaged Elderly Living Alone” of Hondao Senior Citizen’s Welfare Foundation, the program of bathing aids for disabled people of Private Catholic Chinese Notre Dame Social Welfare Charity Foundation, the program of constructing a building for elderly care of Maria Social Welfare Foundation, A Kernel of Wheat Foundation and etc. TPEX has been actively taking care of the elderly in various parts of Taiwan and has spared no effort.

Donations to the disadvantaged



Since 2013, TPEX has continuously supported the charitable activities of the 1919 Food Bank, getting enthusiastic responses from TPEX employees; in order to more actively utilize its charitable powers, since 2015, TPEX has been continuing to invite listed and registered companies to join in the charitable initiatives. In 2022, TPEX succeeded in urging 22 listed and registered companies to jointly support activities of public interest and collect caring supplies. The listed and registered companies will continue to sponsor this meaningful event in response to ESG and in the spirit of giving more blessed than receiving.

Chinese Christian Relief Association stated that TPEX has been enthusiastic in supporting the 1919 Food Bank for 10 years, which fully reflects the spirit of continuous uninterrupted and still water runs long.



TPEX joined hands with listed and registered companies in the charitable initiatives

In addition, the Taiwan Futures Exchange has responded to the call of the competent authorities since 2015, and invited surrounding units and financial institutions to participate in the joint donation activity of “The Joint Donation to the Food(Necessities) Banks”, and provided people’s livelihood necessities for disadvantaged families in remote villages with the help of private bulk commodities. TPEX has continued to support the activity since 2020 to fulfill its corporate social responsibility.

Inclusive education



In order to encourage the financial industry to fulfill its social responsibilities, assist young students from disadvantaged families to successfully complete their studies, and provide financial education courses to implement the effect of School-enterprise cooperation, Taiwan Financial Services Roundtable initiated the establishment of Financial Services Education Charity Fund to give full play to the synergy of giving back to the society. It is jointly donated and established by TPEX, the Financial Business Association, other financial surrounding units, and financial institutions. TPEX has been donated and sponsored every year since 2015; In addition, TPEX supported disadvantaged students by donating Taiwan Fund for Children and Families in Northern, Central, and South Taiwan (12 branches in 2022) to provide financial aid for disadvantaged students.

Since 2018, TWSE has invited six institutions, including TPEX, TDCC, TAIFEX, JCIC, FISC, and TWCA, to jointly make donations to the “Ministry of Education - School Education Savings Account” to help economically vulnerable students with low-and middle-income households, whose families have suffered sudden changes or other exceptional circumstances that prevent them from receiving school education.

With a view to allow children in remote villages to have the opportunity to have access to music, art, and sports activities, TPEX has been supporting and sponsoring National Theater & Concert Hall's “Zero Distance Art Realization Project” , National Taiwan Science Education Center's “Thomas Edison's Adventure” , Vox Nativa Taiwan's “Vox Nativa Education Program” and the Ministry of Education's program to subsidize the school art education.



TPEX sponsored National Theater & Concert Hall's “Zero Distance Art Realization Project” to allow children in remote villages to enjoy performances at the National Concert Hall.

In addition, to help the disadvantaged whose families are financially vulnerable to enhance their financial knowledge and enter the financial industry for employment, TDCC has invited the financial, securities and futures peripheral institutions to set up the College Student Financial

Employment Public Welfare Program to provide financial industry resources and a series of financial professional training courses for the disadvantaged students, help them obtain financial certification and strengthen their employment competitiveness. After the completion of the training, job-matching activities are also provided, which enable students to quickly connect with enterprises and give them the opportunity to turn their lives around. TPEX has made annual donations since 2015.

Sports promotion



TPEX supports the project of promote enterprises to sponsor sports of the Sports Department of Ministry of Education and encourages potential and excellent players or teams to participate in strict sports training to improve their competitiveness. In 2022, TPEX sponsored the Baseball Team of Da Tung Primary School in Yilan County, the Judo Team of Timur Primary School in Ping Tung, the Judo Team of Tong-Fu Junior High School in Nantou County, and the Taekwondo Team of Smangus Primary School in Hsinchu County. In addition, TPEX has sponsored the training fees for China Golf Association sports players for three consecutive years since 2020, hoping to contribute to the cultivation of golf talents for Taiwan.



The Sports Department held the enterprise appreciation meeting and the sports school presented a certificate of appreciation

Advocating for peace



In response to the Relief Action for Ukraine refugees, TPEX donated to the international assistance project in Ukraine, and gave full play to the humanitarian care to specifically fund the medical assistance and biological materials required by Ukraine refugees. TPEX hoped to end the war as soon as possible and people from Ukraine, who are suffering from hardships, can return to their hometowns as soon as possible and restore to a safe and secure life.

4.2

Creating a Happy Workplace

4.2.1 People-Oriented Philosophy

Our people-oriented approach

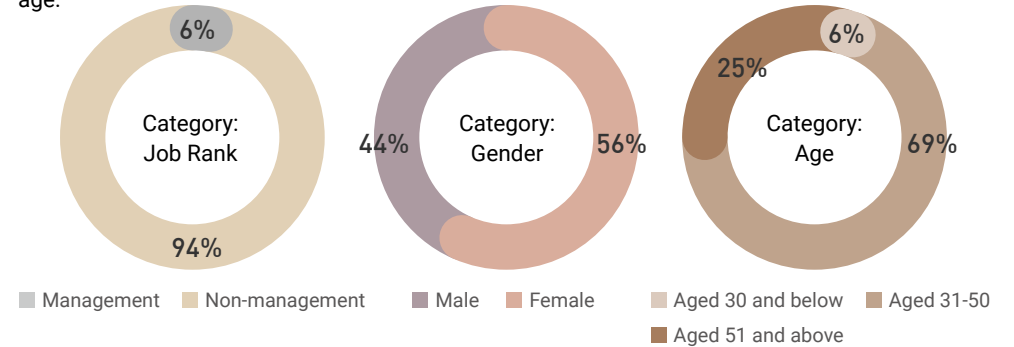
TPEX believes that “people” are the most important asset of an organization, and is therefore committed to ensuring that every employee can work with peace of mind and give full play to their expertise. In order to implement the sustainable development concept and treat all workers with respect, TPEX, in addition to complying with the relevant labor laws of Taiwan, also recognizes and supports international human rights conventions such as the Universal Declaration of Human Rights, The Ten Principles of the UN Global Compact, The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the International Labour Conventions, and implements human rights protection in accordance with the following implementation guidelines:

- 01 Diversity, inclusion, and equal opportunity
- 02 Prohibition of child labor
- 03 Prohibition of forced labor
- 04 Establish a smooth labor-management communication channel
- 05 Create a safe and healthy working environment
- 06 Promote the physical and mental health and work-life balance of all employees
- 07 Review and assess relevant human rights policies as appropriate

TPEX offers stable salaries, excellent welfare, and a high-quality working environment to attract outstanding talents, maintain long-term good labor relations, improve employee satisfaction and build a happy enterprise. With a comprehensive salary, welfare, and education and training system, we engage in employee retention and training by assisting employees to continuously improve their professional skills and provide proper care.

At the end of 2022, 287 full-time staff (all being full-time employees who entered into irregular labor contracts) were employed at TPEX, of which 126 employees are male and 161 employees are female, and 20 external employees (of

which 11 employees are male and 9 employees are female, including drivers, security guards, cleaners, and attendants, etc.). All of the employees (including senior management) are citizens of Taiwan. The following charts indicate the composition of employees by gender, job rank, and age:

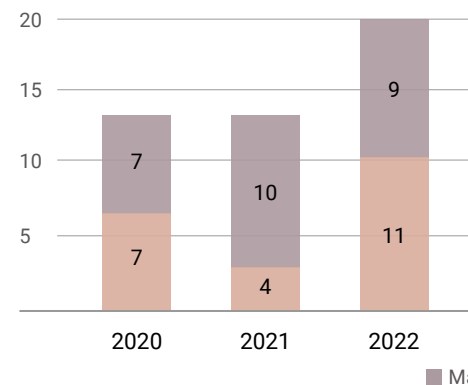


Note: Management refers to staff above department manager (inclusive)

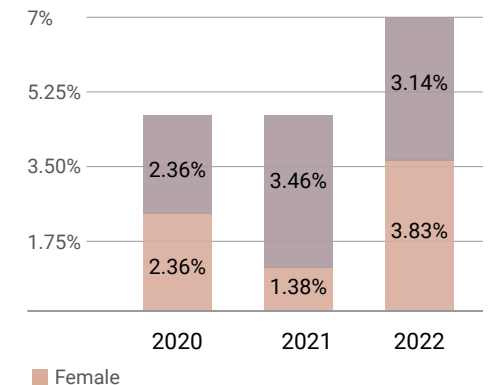
Employment equality

In terms of recruitment, appointment, training, rewards, promotion, and retirement, TPEX does not discriminate or practice unequal treatment on the basis of race, religion, nationality, gender, sexual orientation, and physical and mental disabilities. Salaries for all new recruits are determined based on their academic experience and professional certificates held. Employees' salary increases and promotions are also handled fairly and equally. Those of the same job rank receive the same salaries in accordance with the policy of equal pay for equal work.

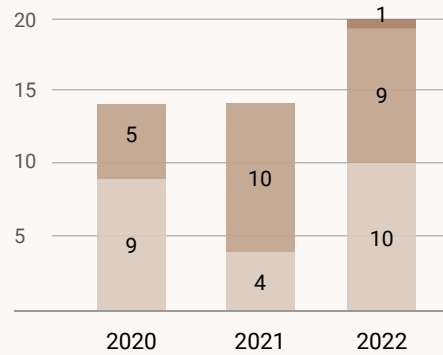
Number of new recruits (by gender)



New recruits rate (by gender)

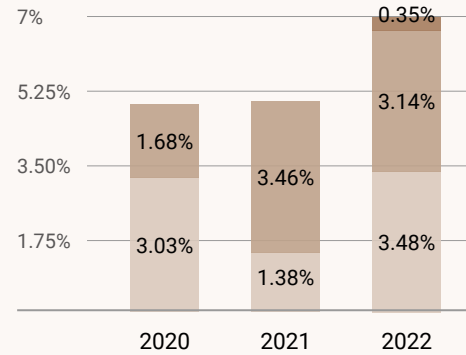


Number of new recruits (by age)

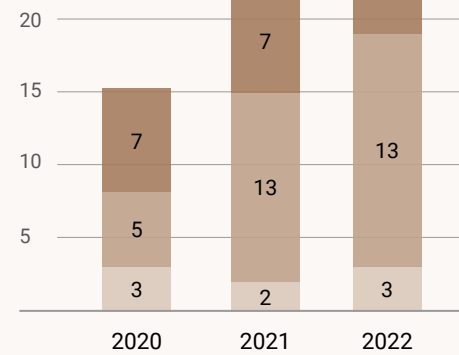


■ Aged 30 and below ■ Aged 31-50 ■ Aged 51 and above

New recruit rate (by age)

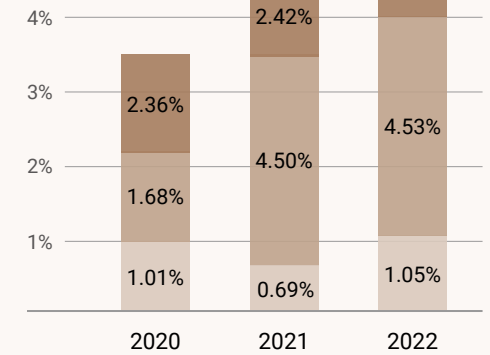


Number of departed employees (by age)

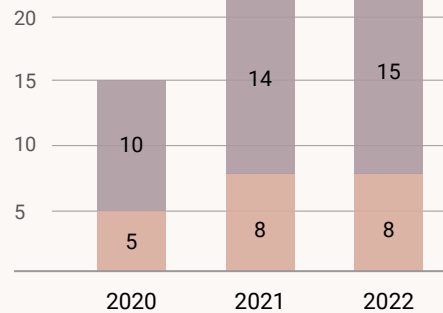


■ Aged 30 and below ■ Aged 31-50 ■ Aged 51 and above

Employees turnover rate (by age)

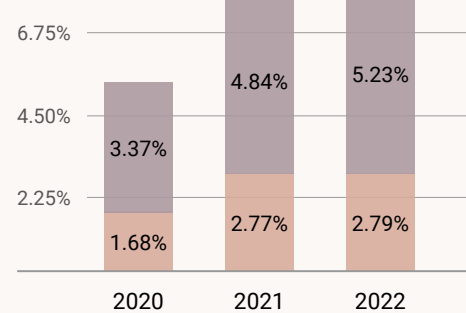


Number of departed employees (by gender)



■ Male ■ Female

Employees turnover rate (by gender)



For employee care, TPEX offers every employee the following welfare provision aside from the statutory rights, including labor insurance, health insurance, secured parental leave, etc.

Health protection	Group insurance, health examination subsidies
Family care	Children's education subsidies, wedding and funeral subsidies, and pension benefits are superior to the basic protection guaranteed by the law
Leisure benefits	Travel subsidies, birthday gifts, and club activity subsidies
Encouragement of further studies	Subsidies for further studies, special leave superior to the basic protection guaranteed by the law

TPEX's recruitment and appointment policies of employees with disabilities is equal to the regular employees, which also applies to their training, reward, and promotion. At year-end from 2020 to 2022, the number of employees with disabilities employed by TPEX was 6, ensuring an inclusive workplace beyond the requirements of the People with Disabilities Rights Protection Act.

4.2.2 Compensation and Welfare Support

Labor-management meetings

The members of TPEX Labor-Management Meetings comprise ten labor representatives and ten management representatives. The labor representatives are elected by all employees from among candidates with the highest votes in each department to fully incorporate each department's opinions. Meetings are convened every quarter to coordinate relations, promote cooperation, and improve operational efficiency. In 2022, TPEX held four labor-management meetings, discussing issues including employee education and training. There were no significant special concerns.

Employee compensation

TPEX offers employees stable salaries, a good welfare system, and a high-quality working environment. While giving employees equal opportunities for salary increases and promotions, TPEX provides higher remuneration compared with the basic wage, thus enhancing employee job satisfaction and building a happy enterprise.

The ratio of TPEX minimum starting salary over the years to the minimum wage stipulated by the Labor Standards Act

	Male minimum starting salary	Female minimum starting salary	Minimum wage
2020	1.97	1.97	1
2021	1.95	1.95	1
2022	1.68	1.79	1

Salary statistics for the past three years

Year	Level of position	Female	Male
2020 年	Management	1.03	1.00
	Non-management	0.86	1.00
2021 年	Management	1.11	1.00
	Non-management	0.89	1.00
2022 年	Management	1.06	1.00
	Non-management	0.88	1.00

Note: The ratio is converted based on the salary of male employees as 1 unit.

Employee benefits

TPEX is committed to creating a healthy, happy, harmonious and balanced working environment, and regards employees' physical and mental health as wealth. Employees are not engaged in positions with high risks of health and safety or high incidence of specific diseases. TPEX offers a comprehensive welfare scheme throughout every employee's life journey, so that each highly committed employee can receive proper benefits supporting both personal and family well-being.

LIFE CARE

- Marriage and childbirth subsidies
- Hospitalization and major disaster subsidies
- Child education and childcare allowances
- Funeral subsidy

FAMILY CARE

- Film appreciation
- Employee family day
- Family sports meet
- Travel subsidy
- Company retreats



FURTHER STUDY

- Subsidy for seeking further education abroad
- On-the-job master's degree subsidy
- Tuition subsidy for credit class courses
- Subsidy for foreign language training

INSURANCE CARE

- Labor health insurance
- Group insurance

Parental leave policy and childcare measures

Women account for 56% of TPEX employees, and many are of childbearing age. To support female employees in achieving work-family balance, we provide considerate benefits for all stages of parenthood, from pregnancy, childbirth, and breastfeeding, to childcare. Prenatal leave provides female colleagues who experience pregnancy discomforts with time for recuperation and prenatal checkups. At childbirth, we provide maternity bonuses, maternity leave, paternity leave for spouses, parental leave, etc. Upon postpartum, employees can use breastfeeding rooms and bottle sterilizers placed in the office. In addition, family care leave and flexible commuting further enable colleagues to attend to both family and work. The employees' children enjoy tuition subsidies during their schooling stage.

All full-time employees of TPEX are entitled to have parental leave in accordance with the law. In 2022, the reinstatement rate and retention rate from parental leave were both 100%. The high reinstatement rate and high retention rate demonstrates that TPEX takes care of colleagues and their families while facilitating work-family balance

The situation of parental leave in 2022 is as follows:

Item	Female	Male	Total
Number of parental leave in 2022	2	0	2
Number of employees who should be reinstated after parental leave in 2022 (A)	2	0	2
Actual number of employees who were reinstated after parental leave in 2022 (B)	2	0	2
Number of employees who should be reinstated after parental leave in 2021 (C)	3	0	3
Number of employees who were reinstated after parental leave in 2021 and remained employed 12 months after reinstatement (D)	3	0	3
Reinstatement rate%= B/A	100%	NA	100%
Retention rate%= D/C	100%	NA	100%

Subsidy policy for further education

To enhance employees' competencies and efficiency, TPEX provides in-house training courses and also selects employees to participate in training or visits through seminars or

training courses offered by professional institutions at home and abroad to strengthen core and cross-field professional training. In order to encourage employees to continue to improve their professional skills, TPEX provides tuition subsidies to employees enrolled in on-the-job master's degrees or above and credit courses in law or accounting. We also offer a special salary increase to employees who obtain professional licenses such as attorneys, accountants, or analysts during their employment.

Club activities

TPEX has issued the Club Management Measures and subsidizes club activities to encourage employees to engage in leisure activities and thereby improving their physical and mental health. These clubs can be categorized into ball games, sports and leisure, arts and culture, and religious groups by their nature. At present, 14 clubs have been established, including the billiard club, badminton club, tennis club, basketball club, baseball club, physical fitness club, Tai Chi club, swimming club, yoga club, mountaineering club, photography club, music singing club, Yuanzhi club, and Lutheran club.

In the first half of 2022, in response to the severe and special infectious pneumonia (Covid-19) pandemic, friendly matches and competitions for surrounding units of the clubs were suspended. As the pandemic slowed down in the third quarter, in addition to regular club activities, TPEX actively participated in various friendly matches and competitions of external units to enhance the bonding between TPEX's clubs and the surrounding units.

TPEX Employee Club Activities in 2022

Name of event	Time	Location
Yuanzhi Buddhist club held the "Collective Cultivation: Medicine Buddha Sutra"	January 8, 2022	Classroom on 11th Floor of TPEX
Billiard club held the "35th Securities Cup Billiards Tournament"	October 30, 2022	National Taiwan Normal University Stadium
Yoga club participated in the "11th Securities and Futures Surrounding Units Yoga Friendly Match"	November 12, 2022	Taiwan Depository & Clearing Corporation
Badminton club participated in the "6th Zicheng Cup Badminton Tournament in 2022"	December 11, 2022	Chenggong High School Sports Center
Swimming club held the "TPEX Winter Swimming 50" event	December 16, 2022	National Taiwan Normal University Swimming Pool
Lutheran club held the "2022 Christmas Lunch"	December 16, 2022	Classroom on 11th Floor of TPEX

4.2.3 Talent Cultivation and Development

Regarding employees as the most valuable assets, TPEX actively carries out talent training to enhance employees' professionalism. TPEX formulates a diversified annual education and training plan each year according to the yearly talent development demand. In order to accurately grasp the work performance of employees, assist and guide employees to continuously grow and improve, and jointly promote the operation and development, TPEX has formulated the annual appraisal method. 100% of employees who have served TPEX for six months in 2022 have completed the performance appraisal.

The 2022 education and training plans focused on the three major dimensions of “professional training”, “foreign language proficiency” and “general education” to enhance employees' professionalism, stimulate enthusiasm, creativity, and a global vision.

	Course category	Example of the course content
Professional training	Focusing on “professional value” and “innovative products”, for “professional value”, such as global economic development trends and industry practices; for “innovative products”, such as the introduction of new products, new systems or businesses.	<ul style="list-style-type: none"> • 2022 Economic Outlook and Technology Industry Investment Trend and Financial Crime Investigation Practice Sharing • Yield curve and fair price theories and practices for bonds • Rental issues and accounting treatment of common employee reward and compensation tools • Financial service industry's response to greenhouse gas emissions inventory and related countermeasures and cases sharing • Asset allocation practice sharing • Discussion on the theoretical framework of the early exit model for interest rate swap • Description of carbon inventory counseling resources and carbon inventory calculator • Seven elements of big data success: A to G • Adjustment of supply chain of Taiwanese enterprises under the international situation and the innovative development of smart healthcare in Taiwan • Sharing of financial crime detection practices

Foreign language proficiency	Foreign language further education subsidies: <ul style="list-style-type: none"> • Different amounts of foreign language further education subsidies are given according to the target employee to effectively improve individually differentiated foreign language skills.
	Professional foreign language training: <ul style="list-style-type: none"> • Provide corporate business English courses, corporate business Japanese courses, and other project-based courses. The physical courses of professional foreign language training were suspended due to the continuous severe pandemic in the first three quarters of 2022.

General education	Statutory general education: <ul style="list-style-type: none"> • Information Security Education and Training and Personal Data Protection Act • Corporate Integrity and Whistleblowing System • Workplace Ethics and Sexual Harassment Prevention • Fire Safety Education and Training
	Management general education: <ul style="list-style-type: none"> • In order to improve the management ability, communication and coordination ability and crisis handling ability of managers at all levels, relevant training and professional courses are planned.
	Humanities general education: <ul style="list-style-type: none"> • In order to improve the humanistic quality of employees and promote the healthy development of body and mind, soft courses such as “Health Medicine Series”, “Lohas Experience Series” and “Sports Series” are provided, including courses on immunology, sports and health and stress relief, home sports, new tourism knowledge and plant and floral art and handicrafts, etc.



Talent cultivation

In 2022, TPEX arranged a variety of physical and online training courses and also selected employees to participate in training or visits through seminars or training courses offered by professional institutions at home and abroad to strengthen core and cross-field professional training.

To understand the results of education and training, TPEX conducts the employee survey on training every year as the reference for future training arrangements. According to the 2022 questionnaire results, 100% of colleagues agreed that TPEX has provided sufficient core and general education training hours.

TPEX also arranged employees to participate in external education and training other than internal courses. According to statistics, employees participated in professional training courses and foreign language courses organized by external professional institutions in 2022 for a total of 6,695 hours. In 2022, the employees of TPEX received a total of 17,305 hours of internal and external education training, with an average of 60.30 hours per employee, indicating that TPEX places great emphasis on improving the professional quality of human resources, stimulating employees' workplace energy and creativity, and enhancing international competitiveness.

Employee internal education and training hours for the past three years

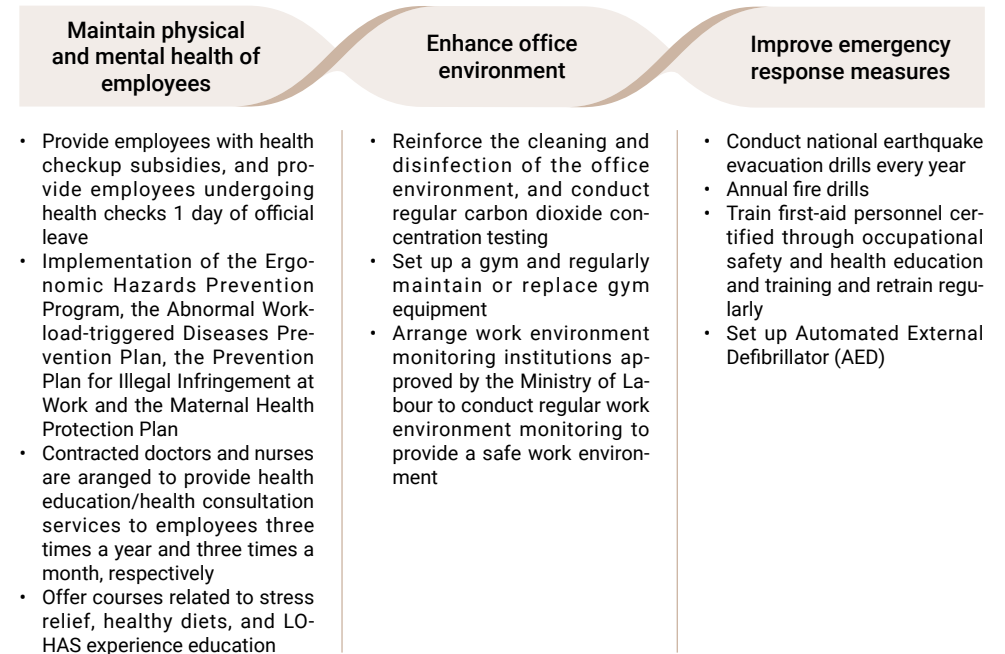
	2020	2021	2022
Training hours received	8,962	11,114	10,610
Number of employees	297	289	287
Average training hours per employee	30.17	38.46	36.97

Employees' internal and external education and training hours in 2022

	Management		Non-management		Total
	Male	Female	Male	Female	
Internal education and training hours	337	141	4,111	6,021	10,610
External education and training hours	181	100	2,150	4,264	6,695
Number of employees	10	6	116	155	287
Average training hours per employee	51.80	40.17	53.97	66.35	60.30

4.2.4 Staff Care and Communication

TPEX understands that talents are the most important assets of an enterprise and only a healthy workplace can bring out the best of our employees. With the goal of allowing every employee to work with peace of mind and make full use of their expertise, TPEX actively builds a sound health management system, and continues to carry out various health promotion activities to shape a workplace health culture.



TPEX gym

In order to help colleagues develop exercise habits, TPEX has set up a gym in a separate space of the office building, so that employees can make good use of their spare time during working hours to exercise. The gym space was continued to expand and related equipment was added, including equipment such as treadmills, cross-training recumbent bikes, upright bikes, abs training chairs, back stretchers, spinning bikes, and dumbbells, and colleagues were encouraged to make good use of them.

