

Reduce Inequality – Action Plans and Short-term, Medium-term, and Long-term Goals

Action Plan	Key KPI(s)		Short-term Goals (1 year) 2023	Medium-term Goals (2-3 years) 2024-2025	Long-term Goals (3-5 years) 2025-2027
Promote gender equality	Number of female directors in the Board		At least 1		
	Empowerment of female managers		Formulate female manager empowerment programs	Implement the female manager empowerment programs; set targets and disclose the ratio of female managers on all levels	Growth of the ratio of female in all management positions
	Follow-up mechanisms of equal pay for equal work		Formulate 1 mechanism	Implement the mechanism	Formulate real actions for promoting equal pay for equal work
	Number of sessions for workplace diversity and inclusiveness		2	2	Continuous implementation
Improve accessibility of financial services	Migrant Worker Lending Program	Amount of loans provided	NT\$200 million	NT\$280 million	NT\$300 million
		Online application platform	Increase English version for online loan application platform services	Optimize platform functions (automatic SMS notifications)	-
	Financial ecosystem service in wholesale markets	Number of Loan application	2,450	2,500	2,600
		Loan outstanding	NT\$100 million	NT\$120 million	NT\$135 million
		Assisting farmers in selling online	Assist in selling online model	Number of assisted farmers to grow by 30% per year	
	Penetration on self-employed contracted merchants (small businesses)	Increase number of applications	1,000	10% growth every year	5% growth every year
		Amount of credit card balance	NT\$220 million	20% growth every year	35% growth every year
	SinoPac Stocks Saving Plans	Number of Taiwan stock/US stock annual debit accounts	96,000	112,000	128,000
		Amount of Taiwan stock/US stock annual debit	NT\$15 billion	NT\$16.5 billion	NT\$18.2 billion
	Participants of property trust seminars		360 (Strengthening the concept of property security)	5% growth every year (Improving the quality of daily care for the elderly and disabled)	
Promote knowledge equality	Participation in arts and cultural activities for children in rural areas and the elderly to promote suitable financial knowledge	Number of cooperative towns/communities	At least 7	At least 10	At least 15
		Number of participants	More than 5,000	More than 8,000	More than 10,000