

Promote Inclusive Growth – 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	
Value employees' rights and interests while improving employees' physical and mental health	The coverage of ISO 45001 certification	50%	80%	100%	
	Implementation of human rights risk management	1. Formulate 1 tracking mechanism for human rights risk mitigation and remedial measures. 2. Formulate 1 due diligence mechanism for specific risk issues/ high-risk groups	1. Set up the Human Rights Management Committee 2. Implement key human rights risk mitigation and remedial measures and 1 tracking mechanism	1. Formulate the expanded scope of mitigation measures for human rights risks 2. Optimization the due diligence mechanisms for specific risk issues/high-risk groups	
	Participation rate of high-frequency employee engagement survey	at least 50%	at least 60%	at least 90%	
	Creation of a friendly workplace	Formulate anti-discrimination/anti-harassment statements and friendly workplace implementation plans	Implement the friendly workplace plan and the anti-discrimination/anti-harassment commitment	Optimize the friendly workplace plan and the anti-discrimination/anti-harassment commitment	
	Occupational health and safety management	Optimize and routinely disclose Occupational Safety and Health Statements	Strengthen occupational health and safety management and establish regular review and communication mechanism with senior executives	Form links between the performance of senior executives and department managers and occupational health and safety targets	
Support the growth of small and medium enterprises (SMEs)	Transaction amount of funBIZ (SME digital platform)	\$12 billion	\$15 billion	\$19 billion	
	Outstanding of SME loans	Reaches \$315 billion	The annual growth rate reaches 5~8%		
Enhance sustainable supply chain management	The proportion of the suppliers signing the Suppliers' CSR Commitment	More than 95%	100%		
	Number of internal training courses for green procurement	1	1	Continue to improve management system and enhance ESG screening mechanism for suppliers.	
	Enhance the supplier ESG management mechanisms and due diligence	1. Formulate supplier labor rights management documents and implement supplier self-assessment questionnaire surveys 2. Organize 1-2 sessions of supplier training programs	1. Launch a pilot program to support one supplier's use of ESG management documents 2. Organize 1-2 sessions of supplier training programs	1. Strengthen suppliers' ESG awareness and expand the scope of suppliers to use ESG management documents 2. At least 20% of high carbon emission supplier set carbon reduction targets	
Promote responsible consumption and production pattern	Proportion of purchasing items aligned with the government's green procurement policy business	More than 80%	More than 90%	100%	
	The utilization rate of green building materials for renovation	More than 65%	More than 70%	More than 75%	
	Receive Outstanding Green Procurement Organization or other related awards	Continue to win the " Green Procurement Award for Private Enterprise and Organization " or other related awards (e.g., Buying Power), hosted by Environmental Protection Administration, Executive Yuan			
Support charity organizations /social enterprises and the employment of the vulnerable populations	Support employment through procurement and subscription of goods/services		60	70	80
	Provide marketing and publicity resources	Number of benefited organizations	At least 55	At least 160	At least 260
		Number of impressions	A total of 12,000,000	Accumulated 40,000,000	Accumulated 65,000,000
	Number of social enterprises assisted by providing funding and professional resources		At least 10	At least 30	At least 50