

Talent Structure of Mega Securities (full-time employees)

Type	Group	No. of people	Percentage
Age	Under 29 years old	131	9%
	30-50 years old	768	50%
	Over 51 years old	618	41%
Education level	Ph.D.	2	0.13%
	Master's degree	194	12.79%
	College	1,136	74.88%
	Vocational/ senior high school	185	12.20%

Note: Based on the full-time employees of Mega Securities. [Please refer to Appendix 8.1.2 Social Indicator Data for the detailed employment information.](#)

## 5.1.2 Employee diversity

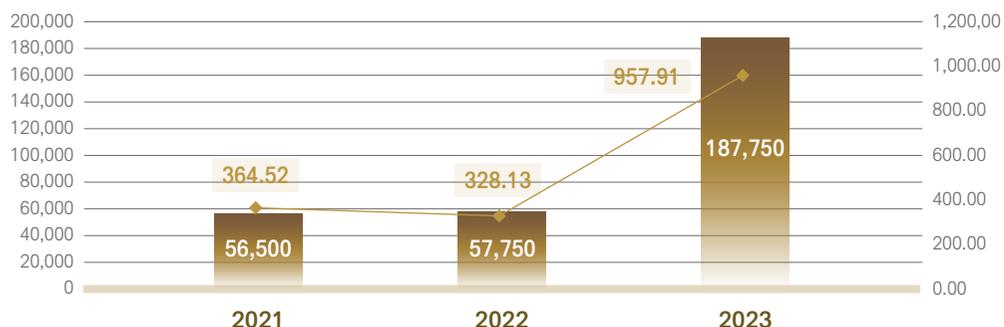
Mega Securities is committed to creating a diverse and equal employment environment, protecting the work rights and interests of different groups, and allowing each employee to fully demonstrate their uniqueness and differences. As of the end of 2023, Mega Securities has hired a total of eight employees with disabilities, higher than the statutory number of employees with disabilities. We will continuously provide suitable vacancies in the future to build a friendly and inclusive workplace. For detailed information on employees with disabilities, [please refer to Appendix 8.1.2 Social Indicator Data.](#)

## 5.1.3 New recruits and resigned employees

In 2023, the number of new employees and the new employment rate were 196 and 12.92%, slightly higher than the previous year. In addition to recruiting talents, Mega Securities also continuously tracks the resignation status of employees; through the analysis of the turnover rate, the Company formulates relevant workplace improvement plans. In 2023, a total of 174 employees resigned, with a severance rate of 11.47%. It is a slight increase in the severance rate from the previous year, due to an increase of 12 retired employees. After deducting employees retired and on leave without pay, the voluntary turnover rate was 9.61%, lower than the previous year. For detailed information on employees, [please refer to Appendix 8.1.2 Social Indicator Data.](#)

### ◆ Average Recruitment Cost per New Employee

■ Total recruitment cost (NTD) ◆ Average recruitment cost (NTD)



**Note:** Recruitment cost of new recruits = total recruitment expenses of new recruits in the current year/total number of new recruits.

## 5.1.4 Recruitment strategy

In response to the declining birth rate in Taiwan and the increasingly diversified development trend of the financial industry, Mega Securities focuses on recruiting outstanding talents in three major fields: digital, sustainability and diverse finance. Outstanding talents are recruited through diverse recruitment channels, such as the job bank, corporate image website, and the media. Mega Securities actively develops the industry-academia cooperation. During 2023, 22 university students were offered internships or part-time careers with the Company. Internship agreements were also signed with 8 universities

Targeted Talents	Talent Positioning	Recruitment Results
Talents of digital finance	The rapid development of FinTech requires talents with technical expertise and data analysis, to cope with the evolution of FinTech.	In 2023, three new employees were successfully recruited; through campus talent recruitment, the referral by financial professionals, and external selections, the potential IT, information security, and digital talents were discover.

Targeted Talents	Talent Positioning	Recruitment Results
<b>Talents of sustainable development.</b>	To respond to the global needs to social, environmental, and economic challenges, and cooperate the governmental policies, the Company supports the importance of sustainable operation.	In response to the needs of the sustainable finance business, we actively recruited dedicated personnel for sustainable development, to effectively integrate resources and promote corporate sustainability actions; two new employees are successfully recruited.
<b>Diverse financial talents</b>	In response to the globalization of the financial market, talents with cross-cultural and international perspectives are needed to cope with global financial challenges.	For the recruitment of diverse financial talents, in order to strengthen the global positioning and adapting to emerging financial issues, we continuously recruit new financial product development and trading personnel and international sales development personnel.

## Cultivation in campus

To attract outstanding young talents, Mega Securities also actively cooperates with colleges; via providing scholarships, cooperating with colleges in Taiwan to offer financial courses, providing internship and part-time working opportunities for students, and launching the Campus Recruitment Program, the Company promotes the exchanges of theories and practices, cultivate and attract potential financial talents.

Category	Description	Investments and Results
<b>Providing internship and part-time working opportunities</b>	To enable students to understand the professional functions of securities during the summer vacations or semesters, and cultivate talents early to increase their willingness to work in the Company after graduation, Mega Securities actively establishes partnerships with colleges with relevant departments across the country.	<ul style="list-style-type: none"> <li>In 2023, we provided 22 students with internship and part-time working opportunities.</li> </ul>
<b>Provide scholarships/fellowships</b>	To provide students with opportunities to match with companies before graduation, and enhance the sustainable development of talent cultivation. Establish a cooperative and mutual trusted window through contacting the finance and economic departments in colleges	<ul style="list-style-type: none"> <li>A total of NT\$336,000 was distributed as scholarships/fellowships.</li> </ul>

Category	Description	Investments and Results
Organizing student visits in corporate	<p>The corporate visit event "Exploring the Multiverse of Mega Securities" was held at the Mega Securities headquarters on September 23. It was organized by Mega Securities and mutual organized by Mega Futures and Mega International Investment, to provide young students with opportunities for more exposure to financial knowledge, products and services in a one-day financial experience. During the visit, not only the highest executives of Mega Securities, Futures, and International Investment explained the characteristics and business overview of the financial industry to the students, but they also led the students to visit the key departments of Mega Securities, including brokerage, bond, proprietary trading, and underwriting one by one, for the students to experience the practice scene of financial workers in person.</p>	<ul style="list-style-type: none"> <li>There were a total of 56 participants in the "Exploring the Multiverse of Mega Securities" on the day of the corporate visit. By upholding the mission of exerting positive influence and leading sustainable development, Mega Securities has listed "social mutual prosperity" as on of its ESG sustainability strategies. Among which, the "inclusive financing" is a very important action pillar. Therefore, in recent years, Mega Securities has continued to exert its core functions, actively cultivated financial talents in a way closer to the needs of society, and fulfilled its social commitment.</li> </ul>
Organize campus finance lectures or career sharing sessions	<p>Mega Securities' lecturers guide young people to learn correct financial knowledge through practical teaching and share their own experiences, and strengthen their awareness of preventing investment fraud. The "Financial Knowledge Seminars for Colleges" are held with the TABF, and the Financial Knowledge Seminars focusing on the practices of investing international bonds are also held.</p>	<ul style="list-style-type: none"> <li>In 2023, Mega Securities and the TABF jointly organized four sessions of "Financial Knowledge Seminars for Colleges," benefiting a total of 271 college students. Furthermore, Mega Securities was also invited to lecture on the practice of international bond investment at Fu Jen Catholic University with 85 students attended.</li> </ul>



Corporate Visit in Providence University



Corporate Visit in Soochow University