

Mega Securities regards employees as an important asset of the enterprise and the foundation of its operational development. In order to realize labor-management harmony and create a partnership of co-existence, co-prosperity, and win-win, we provide comprehensive planning and assistance from employee recruitment, development, talent retention, welfare to retirement, to take care of the health of employees and build a happy enterprise.

In order to create a warmer, more productive, and more gender-equal and friendly workplace, the Company provides good maternity care packages and newborn gift boxes so that colleagues or their spouses can welcome their baby with peace of mind. In the employee health care series of activities, for employees with a high workload, the Company takes the initiative to follow up on their re-diagnostic and medication status, adjust their work patterns, and improve their working environment and regular follow-ups and interviews with physicians are arranged. In addition, the headquarters has set up a blood pressure station for employees to measure their blood pressure regularly, and organizes basic muscle strength exercises for middle-aged and elderly employees to perform basic muscle strength training guided by the professional trainers. Twice every month, the health promotion "Mega Health Protection" is conducted to provide health knowledge and chicken soup for the soul. In the future, Mega Securities will continuously enhance employee care-related measures, implement and optimize maternal care benefits and measures, so that employees can feel the warmth of the Company.

6.1 Talent Attraction and Development

Mega Securities and its subsidiaries regard employees as an important asset of the enterprise and the foundation of its operational development. We value talent retention and cultivation and have formulated comprehensive human resource management-related regulations. Every year, targeting talent attraction (e.g., the turnover rate control and competitive salaries), talent development (e.g. employee education and training, subsidies for license), happy workplace (e.g. occupational safety certification, EAPs, various subsidies, and health seminars), and human rights protection (human rights policy, human rights due diligence), among other aspects, we establish promotion plans and specific goals related to human resources and create the budget for human resource management to be tracked and reviewed in the Sustainable Development Committee and internal management meetings to implement sustainable operations.

6.1.1 Talent resource and structure

As of the end of 2024, the number of employees of Mega Securities and its subsidiaries was 1,623, of which 35.24% were male and 64.76% female. The total number of managerial staff is 12.14%, of which 51.78% were female. Overall, the main workforce has 772 people aged 30 to 50, accounting for 50.63% of all employees; males account for 34.81% and 65.19% for females; managers account for 12.26% of the total employees, of which 47.57% were female managers. Mega Securities has long monitored the issue of "gender equality" and has reviewed the proportion of female employees for the recent three years to maintain stability, while the percentage of female managers has shown an increasing trend, demonstrating the results of Mega Securities' efforts in gender equality, while echoing the United Nations Sustainable Development Goals (SDGs) Goal 5 (Gender Equality), by supporting gender equality and empowering women with practical actions.

Talent Structure of Mega Securities and its subsidiaries (full-time employees)

Type	Group	No. of people	Percentage
Gender	Female	1,051	64.76%
	Male	572	35.24%
Location	Taiwan	1,623	100%
	Overseas	0	0%
Region	Northern Region	1,115	68.70%
	Central Region	197	12.14%
	Southern Region	311	19.16%
Position	Management roles	197	12.14%
	Non-management roles	1,426	87.86%
Age	Under 29 years old	161	9.92%
	30-50 years old	772	47.57%
	Over 51 years old	690	42.51%
Education level	Ph.D.	2	0.12%
	Master's degree	218	13.43%
	College	1,218	75.05 %
	Vocational/ senior high school	185	11.40%

Note : Based on the full-time employees of Mega Securities and its subsidiaries. Please refer to Appendix 9.1.2 Social Indicator Data for the detailed employment information.

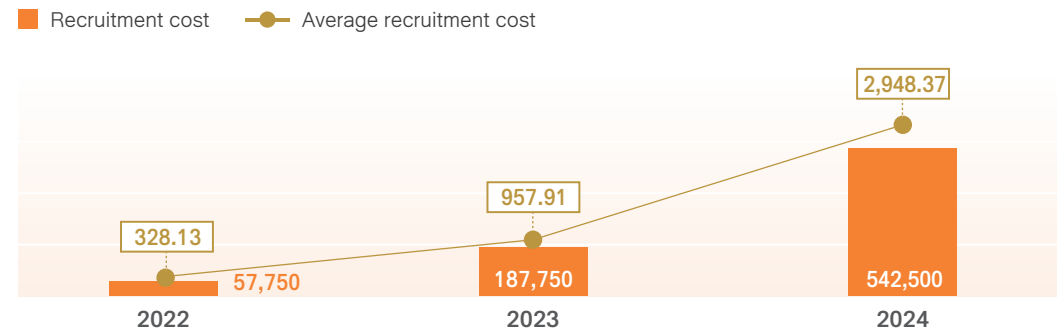
6.1.2 Employee diversity

Mega Securities and its subsidiaries are 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 strengths. As of the end of 2024, Mega Securities and its subsidiaries hired a total of 11 employees with disabilities, five more than the statutory requirement. 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 9.1.2 Social Indicator Data](#).

6.1.3 New recruits and resigned employees

In 2024, the number of new employees and the new employment rate of Mega Securities and its subsidiaries were 197 and 12.14%. In addition to recruiting talents, Mega Securities and its subsidiaries also continuously tracked the resignation status of employees; relevant workplace improvement plans were formulated by analyzing the turnover rate. In 2024, a total of 141 employees resigned, with a resignation rate of 8.69%, and the active departure rate after retirement was 7.39%. For detailed information on employees, please refer to [Appendix 9.1.2 Social Indicator Data](#).

Cost of new hires at Mega Securities



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

6.1.4 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 campus recruitment activities. Mega Securities and Mega Futures actively develop the industry-academia cooperation. During 2024, 53 university students were offered internships or part-time careers with the Company. Internship agreements were also signed with 11 universities

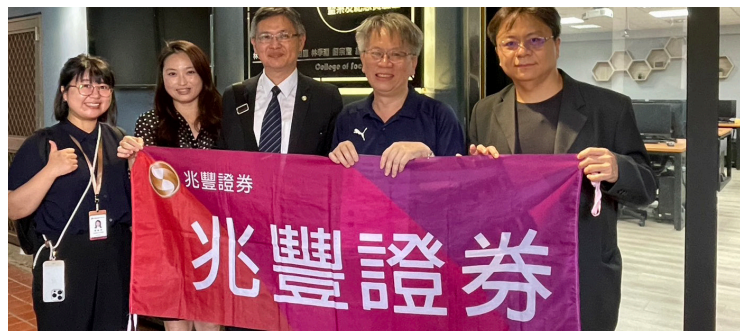
Targeted Talents	Talent Positioning	Recruitment Results
Talents of digital finance	The rapid development of FinTech requires talents with technical expertise and data analysis, to cope with the evolution of FinTech.	In 2024, eight new employees were successfully recruited; through campus talent recruitment, referral by financial professionals, and external selections, potential IT, information security, and digital talents were discover.
Talents of sustainable development.	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; four new employees were successfully recruited.
Diverse financial talents	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

In order to attract outstanding young talent, the Company has actively worked with colleges and universities,including \ offering of financial courses, providing internships or part-time jobs. We also provide scholarships to students,as well as organize campus financial lectures and career sharing to promote the exchange between theory and practice, thereby nurturing and attracting potential financial talent.

Category	Description	Investments and Results
Providing internship and part-time working opportunities	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.	In 2024, Mega Securities and subsidiaries provided 53 students with internship and part-time working opportunities.

Category	Description	Investments and Results
Provide scholarships/fellowships	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.	A total of NTD 1,088,000 was distributed as scholarships/fellowships.
Organizing student visits in corporate	To promote financial talent development, "Exploring the Multiverse of Mega Securities", organized by Mega Securities and co-organized by Mega Futures and Mega International Investment, was held at the Mega Securities headquarters on July 27, 2024. The event was divided into three main areas: 1. "Introduction to Mega Securities Business and Sharing of Job Hunting Practices for Freshmen" - The department head introduced the Company's various businesses and arranged two-way conversations between the departments heads and the students. The head of the HR Department was invited to give a lecture on writing a CV and job interviews". 2. "Conveying the value concept of financial friendliness" - The renowned lecturer, Ms. Lin Hsin-Pei was invited to lecture on "financial friendly services" to explain how to think outside the box and build empathy. 3. "Financial anti-Fraud and risk awareness education" - group quizzes combining anti-fraud knowledge and investment risk promotion helped students establish the correct investment concepts and understand concepts on fraud prevention.	There were a total of 57 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 co-prosperity" as one 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.
Organize campus finance lectures or career sharing sessions	Mega Securities' lecturers guide young people to learn correct financial knowledge through practical teaching and strengthens their awareness of preventing investment fraud.	In 2024, Mega Securities organized the "Financial Knowledge Seminars for Colleges," benefiting a total of 289 college students. In addition, Mega Securities was invited to take part in the employment program of Ming Chuan University, and 34 students participating in the practical courses and job position training.



Ming Chuan University corporate visit



Tunghai University corporate visit