

5.2 Talent Attraction and Retention

GRI: 2-30, 201-3, 202-1, 401-2, 404-2, 404-3, 405-2, 406-1

"Talents are both a leading indicator and a key indicator". E.SUN embraces talents from diverse fields in order to find the right partners. Through talent development-oriented performance management, competitive compensation system, and comprehensive welfare measures, the bank continuously improves various human resource policies and establish multiple communication channels so as to enhance talents' sense of belonging, making E.SUN the happy second home for employees.

■ Recruiting a Diverse Pool of Professionals and International Talents

Countries, industries and enterprises all need outstanding talents to generate momentum for innovation and progress. E.SUN has been deeply committed to nurturing Taiwan's financial, technological and cross-border professionals, and has actively dedicated to ESG field and cultivating international talents by collaborating with industrial partners, governments, academia, and research institutions. Leveraging financial influence to work toward the goal of being the international finance-leader.

Collaboration with Industries and Academia

Category	Item	Description	2024 Effectiveness
Industries	E.SUN AI Open Challenge	Upholding the idea of "enterprise members name the issues and participants solve the problems", since 2019, E.SUN has been holding the Artificial Intelligence Open Challenge, at which invited AI professionals to solve real financial problems with AI, thereby finding a better solution to sophisticated fin-tech decision-making.	Numbers of Participants This competitions participated by a total of 487 teams of 987 professionals. So far, we have hosted 10 competitions, which were participated by more than 11,980 AI professionals from 7,200 teams.
	E.SUN International Talent Cultivating Program	E.SUN signed a memorandum of understanding with the International Cooperation and Development Fund in Q4, 2021 to nurture diversifiable international talents. The bank promoted diverse finance courses and internship opportunities for foreign students.	There were 1 international students participating in this internship. The program had attracted 16 students from 9 countries since 2021.
Governments	College of Global Banking and Finance	E.SUN collaborated with governments to nurture excellent international finance talents by becoming one of joint contributions of National Chengchi University and National Sun Yat-Sen University.	Numbers of Participants and Sponsorship In 2024, E.SUN has sponsored NT\$10million for National Chengchi University, and National Sun Yat-Sen University, benefited 213 students in participating in this curriculum.

Category	Item	Description	2024 Effectiveness
Academia	Internship programs	E.SUN provided students aspiring to work in the financial industry with internship programs during each semester and summer/winter vacations to help them establish the right work attitude and improve their adaptability and competitiveness. Interns are divided into part time internships and general internships, and undergo 2-3 days of educational training before starting their positions."	Interns of financial profession They include interns at the sections of financial services, wealth management, and corporate banking; there were 289 students, and 1,434 interns have been accumulated since 2014. Summer Internship program There were 34 students including 3 foreign students participated in this program, and 317 interns have been accumulated since 2011.
	Scholarships	Cultivating talents in financial, technological, humanity, and nursing fields, and those from countries of ASEAN, through sponsoring on campus activities, financial courses and scholarship, and in so doing leave a nice impression on the staff and students of the academia.	Grants Annual sponsorship close to NT\$650 thousand to students from National Taiwan University, National Chengchi University, and National Sun Yat-Sen University, etc. Scholarships We awarded E.SUN Talents Scholarship to 40 students. - Nurturing outstanding management personnel Scholarship to 21 students (Management: 7 students; Technology: 4 students; Humanities: 7 students; Inspirational role model: 3 students) - Nursing Talent Scholarship to 11 students. - E.SUN Bank ASEAN Scholarship to 8 students and 321 recipients have been awarded scholarships since 2005.
Research	E.SUN AI and FinTech R&D Center	E.SUN has been committed to applying AI technology to various scenarios. Through the close collaboration between academia and the industry, results of research were successfully put to practical use and have thus enabled us to provide great financial services in fields such as risk control, operations, and marketing.	R&D Center The bank established E.SUN AI and FinTech R&D Center with National Yang Ming Chiao Tung University in 2018 and National Taiwan University in 2019. The bank also worked on projects under the name of Academia Sinica X E.SUN AI R&D Center with Academia Sinica in 2020. Since 2018, the bank has collaborated with the Academia Sinica and multiple universities spanning across 6 major departments, accumulated over 60 distinguished professors and 350 students for AI technology research and development.

International Talents' Attraction and Cultivation

Item	Description	Effectiveness
E.SUN International Talent Cultivating Program (ITCP)	Selecting foreign students studying in Taiwan to participate in English finance lectures designed by E.SUN so as to enable those students to understand the ecosystem and development of Taiwan banking industry.	Numbers of participants 16 international students joined this program, including students from Vietnam, Indonesia, Malaysia, Thailand, Spain, Honduras, Haiti, Saint Lucia, Peru, etc.
E.SUN Bank ASEAN Scholarship	Encouraging outstanding ASEAN talents to study in Taiwan, and cultivating them with international expertise and capabilities. Inviting those scholarship winners to join in E.SUN charity events.	Numbers of participants E.SUN has cultivated 46 students who are from Vietnam, Thailand, Myanmar, Cambodia, Malaysia, etc. since 2018.
Staffing of international talents	In response to the wave of internationalization, E.SUN has increased the hiring number of international talents since 2022 to strengthen the bilingual financial service in the banking system in Taiwan.	Numbers of participants Since 2020, E.SUN has recruited 25 foreign talents from Germany, France, Czech Republic, Malaysia, Myanmar, Thailand Cambodia, Vietnam, Ukraine, Hong Kong, United States, etc.