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6.1 Human Rights, Diversity, and Inclusion

6.1.1 Human Rights Policy

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Material Topic:Human Rights, Diversity, and Inclusion

Policy	Uphold the human rights of employees and create a safe, equal, non-discriminatory, and harassment-free workplace.
Management Approach	Comply with relevant labor laws (e.g., the Labor Standards Act, the Employment Service Act, the Act of Gender Equality in Employment, and the People with Disabilities Rights Protection Act), and prohibit bullying, discrimination, child labor, and sexual harassment.
Action Plans	- Ensure equal pay, fair performance evaluations and promotions, and provide grievance mechanisms. - Define working hours through work rules and collective agreements; pay overtime or provide compensatory leave in accordance with labor laws. - Establish hotlines and mailboxes for reporting sexual harassment; promote prevention education and counseling programs. - Respect employees' rights to form unions and associations; offer labor education and funding support. - Set up grievance channels, integrity mailboxes, and performance appeal mechanisms to ensure employee feedback is heard. - Develop personal data protection policies under the Personal Data Protection Act and form a dedicated task force. - Require contractors to comply with labor laws and implement complaint and labor counseling mechanisms. - Establish a labor compliance zone on the HR platform and communicate related laws to all employees.
Actual Performance in 2024	- Employment inclusion: Hired 980 persons with disabilities in 2024 (with each severely or extremely severely disabled individual counted as two); provided assistive devices such as screen magnifiers and Bluetooth adapters; received positive feedback. - Onboarding guidance: New employees were informed about union rights, childcare and welfare measures, and sexual harassment prevention. The union's membership rate reached 99.8% in 2024. - Family-friendly policy: Piloted a reduced work hour plan for parents of children aged 3–6 from September to December 2024; extended the trial from January 2025 until the child's 6th birthday.
Targets for 2030	Continue to strengthen human rights protections and promote workplace diversity and inclusiveness, creating a happy and friendly work environment. Departments will report gender ratios when filling positions and reinforce related policies during management meetings.

Taipower is committed to supporting and adhering to internationally recognized human rights standards, such as the United Nations Universal Declaration of Human Rights, the UN Global Compact, and International Labor Organization conventions. These standards are incorporated into its operational activities. As an important public utility, Taipower must respect and protect the human rights of all stakeholders, including its employees, and strive to prevent any potential human rights violations.

Human Rights Policy

Taipower established a Human Rights Policy to uphold the rights of internal and external personnel, ensuring a safe, equal, non-discriminatory, and harassment-free work environment. The Company is committed to protecting fundamental rights, providing a friendly workplace, ensuring occupational health and safety, upholding freedom of association, fostering labor-management harmony, and safeguarding personal data.

In 2024, Taipower offered various human rights-related courses through its training centers and online academy. Physical courses included employee assistance training, supervisor development programs, mentoring workshops, gender equality and prevention practices, labor law courses, and topical seminars. Topics covered listening and leadership, gender interaction boundaries, emotional and stress management, gender equality law updates, intergenerational communication, and gender equity. Online courses addressed corporate culture, employee rights, gender mainstreaming (including CEDAW and harassment prevention), international human rights conventions (including protections for persons with disabilities), workplace health, safety, and ethics. With over 63,000 participants, these programs effectively raised awareness of human rights and promoted a friendly workplace culture.



Gender Equality Section



Taipower's Human Rights Policy

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● Management Measures for Important Human Rights Issues

Taipower conducted a preliminary human rights risk identification and assessment in 2022. The results were integrated into the 2022 human rights due diligence, and corresponding actions were implemented as shown below:

Important Topics of Concern	Specific Policies	Management and Mitigation Measures
 Non-Discriminatory Promotion	Equalization of employee rights and benefits in the workplace	1.The salary and benefits schedule for internal employees, as well as the work rules, are submitted to and approved by the Board of Directors. 2.Promotion and attendance-related regulations, along with the Taipower Information Security Policy for protecting employee personal data, are approved by the President.
 Privacy Protection	Protection of the personal information of employees	Establish personal data-related regulations, plans, and processing methods, and set up a Personal Data File Security Maintenance and Management Team.
 Protection of Work and Labor Conditions / Forced Labor	Establishment of a friendly working environment for employees	If it is necessary to work beyond normal working hours, the extension must be approved by the labor union. Wages for the extended hours are paid in accordance with the Labor Standards Act, and employees may choose to take compensatory leave instead.
 Right to Family Life – Not Compromising the Right to Family Life	Implementation of a gender-friendly workplace and provision of childcare support and benefits; emphasis on work-family balance for employees	1.Established the Personnel Difficulties and Matters of Grievance Processing Guidelines. 2.Formulated a Measure to Reduce Working Hours by One Hour Per Day for Employees Raising Children Under 3 Years Old, with full pay during flexible reduced hours. 3.Piloted a plan to reduce working hours for employees raising children aged 3 to under 6, where reduced hours are calculated to the minute and are unpaid. 4.These measures exceed those proscribed in Article 19 of the Gender Equality in Employment Act and include three options: starting work one hour later, leaving one hour earlier, or adjusting both start and end times by 30 minutes.
 Right to Health – Measures to Protect Health / Providing Occupational Safety Training	Establishment of a friendly working environment for employees	1.Established qualifications and measures for labor health service medical and related personnel in accordance with the Labor Health Protection Regulations and the Occupational Safety and Health Education and Training Rules. 2.Planned and implemented various safety, health, and on-the-job training programs annually to fulfill safety and health management requirements at each business unit.
 Personal Freedom and Safety	Providing a healthy and safe workplace for employees	Set up a hotline and mailbox for sexual harassment complaints, regularly publish e-newsletters on sexual harassment prevention, and implement the "Heart-to-Heart" Employee Assistance Program (EAP) to support employee work adjustment and address physical and mental challenges.

6.1.2 Diversity and Inclusion in the Workplace

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To help employees balance family and work, Taipower provides a diverse range of leave types. These include menstrual leave, family care leave, matrimonial leave, maternity leave, leave for prenatal check-ups, spousal leave for prenatal check-ups, and paternity leave. Since March 1, 2022, employees raising children under the age of 3 may apply to reduce their daily working hours by one hour with full pay, up to the day before the child turns 3. From September to December 2024, a pilot program was launched for employees with children aged 3 to under 6 to reduce working hours by one hour per day without affecting attendance or performance reviews (though the reduced hours are unpaid). The program will continue temporarily from January 1, 2025, and may be extended based on further instructions.

Taipower promotes gender-friendly measures by providing childcare subsidies, breastfeeding rooms, policies for the prevention of sexual harassment, workplace safety protections, equal pay, and workplace safety measures for pregnant women. The Company aims to ensure that no decision-making body is composed of less than one-third of any gender. Gender-friendly restrooms have been established, and the promotion of female supervisors is actively encouraged, with the ratio increasing year by year. These initiatives reflect Taipower's commitment to creating a gender-equal workplace.



Female and Male Employee Pay Ratio

Taipower's salaries and bonuses are determined based on job position and level, without differences due to gender or other factors. The pay ratio between male and female employees is 1:1 for both general staff and management positions, based on equivalent job levels.

Employee Category	Basic Salary Ratio	Total Compensation Ratio
Senior Management	1:1	1:1
Middle Management	1:1	1:1
First-line Supervisors	1:1	1:1
General Staff	1:1	1:1

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Ratio of Female to Male Employees in Management Positions 405-1

Taipower is a public power company. Its on-site technical work often involves high/low voltage electrical hazards, high temperatures, noise, or working at height. Due to the high physical demands and occupational risks, such work is predominantly undertaken by male employees. As a result, the male-to-female ratio in middle and senior management is slightly higher than that of the overall employee gender ratio.

In 2024, Taipower had 5,239 managers in total (including first-line, middle, and senior managers), of which 922 were female. The gender gap in middle and senior management was 66.4% (male: 83.2%; female:16.8%), while the gap for all employees was 65% (male: 82.5%; female:17.5%).

Over the past three years, the proportion of female middle and senior managers has increased from 16.7% to 16.8%. Taipower encourages gender diversity in promotions by disclosing gender ratios during position openings and hosting briefing sessions and video promotions. Friendly workplace measures, such as unpaid parental leave and childbirth subsidies, have also contributed to a gradual rise in the number and proportion of female managers.

Specific Results of Diversity and Inclusion in the Workplace

Happy
Enterprise
Recognition



Awarded the Gold Award in the manufacturing industry category by the 1111 Job Bank for four consecutive years (2021–2024), highlighting Taipower's commitment to employee well-being.

Talent Development
and Recognition



In 2024, Taipower received the only national Excellence Award from the Ministry of Education for establishing employee learning systems within the central government, demonstrating outstanding achievements in talent development.

Family-Friendly
Measures



- Reduced working hours for employees raising children under 3 years old: 2,909 users by the end of 2024.
- Pilot program for reduced working hours for employees with children aged 3 to 6. The program had 189 users by the end of 2024.

Childcare
Support and
Benefits



Childcare facilities and diverse benefits are provided; each child under the age of 6 is eligible for an annual NT\$6,000 subsidy, funded through 0.01% of the employee welfare budget.

High-Quality Childcare
Environment



- Seven childcare service centers were established in partnership with nonprofit organizations. Five received scores above 90 in the Ministry of Education's evaluation, with nearly perfect parental satisfaction.
- In 2024, Premier Chen of the Executive Yuan visited and praised Taipower's support for the "Government Helps Raise Children from 0–6" policy, and the Company's efforts in helping reduce the burden on parents.

Salary Adjustment
and Talent
Recruitment



Adjusted base salaries and new employee starting pay in reference to 2024 civil servant pay increases, prioritizing frontline staff to address talent shortages and declining birth rates.

6.2 Building a Happy Electricity Industry

6.2.1 Talent Management and Development

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Material Topic: Talent Management and Development

Policy	● Attract and recruit outstanding talent, offer competitive salaries, training programs, welfare benefits, and a comprehensive retirement and care system.
Management Approach	● Recruit talent through diverse channels to maintain and pass on core power-related technical skills.
Action Plans	● Engage with academic institutions early to cultivate talent for the power sector. ● Implement annual training plans to support talent development. ● Launch specialized training focused on topics such as risk management and net-zero. ● Continue the mentoring system to improve new employee adaptation.
Actual Performance in 2024	● Strengthened industrial-academic collaboration and scholarship mechanisms to expand recruitment channels. ● Employee training satisfaction scores in 2024: teaching methods 4.77, materials 4.72, learning outcomes 4.70, contribution to work development 4.69. ● A "Comprehensive Power Technology Practical Workshop" was held from June to October 2024 to enhance technical staff expertise. ● Satisfaction with the new employee mentoring system reached 91.8%.
Targets for 2030	● Increase learning hours: ensure each employee receives at least 30 hours of external training annually. ● Improve training quality: achieve all targets set in annual training plans and maintain TTQS evaluation compliance. ● Enhance the mentoring system: refine training based on new employee feedback and aim for mentor satisfaction rates above 94%. ● Strengthen childcare support: seek to increase the welfare fund allocation rate in support of the "0–6 Joint Childcare" policy. ● Improve the quality of internal childcare centers and expand benefits to help employees balance work and family life.