

■ Cultivating the Next Generation of Leaders

"Learning is an endless journey; excellence is a challenge with no finish line." E.SUN applies a systematic talent development strategy, offering programs such as "LEAD Program: Leadership Development Program" and "Hope Engineer Cultivation Program", tailored to different managerial levels. These leadership training programs develop core competencies in strategy, management, and execution to strengthen our leadership pipeline.

Leadership Development Program

Designed for future leaders, the program focuses on four modules: "Strategic Thinking & Management", "Innovation, Technology, and Sustainability Transformation", "Global Perspective and Local Operations", "Leadership & Growth". The program combines expert lectures and benchmark visits to stimulate innovative thinking, while incorporating elements such as humanistic aesthetics, art experiences, and a 100K cycling challenge to strengthen resilience and team cohesion.

Through a four-month Action Learning Project, participants apply methodologies such as logical analysis, hypothesis-driven thinking, and strategic planning, reinforced by coaching and mentorship and paired with business scenario validation, to achieve cultural continuity and organizational transformation in practice.

- Participants: Newly-appointed Senior Vice Presidents
- Number of Participants: 41
- Total Learning Hours: 3,792
- Action-Learning Projects: Formulated 6 strategic proposals and action plans, focusing on high-net-worth wealth management, profit structure optimization, and key growth engine enhancement, strengthening the company's long-term competitiveness and operational resilience.



Hope Engineer Cultivation Program (Mid-level Manager)

Aimed at strengthening the managerial and professional capabilities of mid-level leaders, the program is structured around five key pillars: "Corporate Culture and Strategy," "Leadership Training," "Professional Competencies," "Marketing and Communication," and "Humanistic Perspective." Courses are delivered by experts in economics, technology, and management, strengthening both the professional depth and strategic perspective of participants. Through Master Forum, a 13K run, and curated art experiences, participants are exposed to diverse perspectives that foster multidimensional thinking. Sustainability initiatives, including beach clean-ups and tree planting, further reinforce the translation of environmental awareness into concrete action. In its final phase, the program applies the SPTS strategic framework to guide action project workshops, leading participants from problem identification and root cause analysis to the formulation of actionable strategies. This ensures that learning outcomes are effectively translated into measurable organizational performance, shaping leaders with both disciplined execution and humanistic depth.

- Participants: Newly-appointed Mid-level Managers
- Number of Participants: 119
- Total Learning Hours: 18,488
- Action Projects: Formulated 12 proposals focusing on business enhancement and performance improvement, demonstrating the ability to identify issues precisely, analyze root causes in depth, and develop effective solutions.

