

5.2 Talent Attraction and Retention

GRI: 2-30, 201-3, 202-1, 401-2, 402, 402-1, 404-2, 404-3, 405-2, 406-1

At E.SUN, we firmly believe that "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.

International Talents' Attraction and Cultivation

Item	Description	Effectiveness
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 inE.SUN charity events.	Numbers of participants As of 2025, E.SUN has cultivated 55 students who are from Vietnam, Thailand, Myanmar, Cambodia, Malaysia, etc.
Staffing of international talents	In response to the wave of internationalization, E.SUN has increased the hiring number of international talents since 2020 to strengthen the bilingual financial service in the banking system in Taiwan.	Numbers of participants As of 2025, E.SUN has recruited 36 foreign talents from Germany, France, Czech Republic, Malaysia, Myanmar, Thailand Cambodia, Vietnam, Ukraine, Hong Kong, United States, Japan, etc.



Collaboration with Industries and Academia

Category	Item	Description	Effectiveness
Industries	E.SUN AI Open Challenge	Upholding the idea of "enterprise members name the issues and participants solve the problems", E.SUN has been holding the Artificial Intelligence Open Challenge since 2019, inviting 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 790 teams of 1,092 professionals in 2025. So far, we have hosted 11 competitions, which were participated by more than 14,000 AI professionals from 8,780 teams.
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.	Sponsorship Amount A total sponsorship of NT\$10 million was provided to the Graduate School of Advanced International Finance at both universities.
			Number of Talents Cultivated 2025 (4th Cohort): 120 students from National Chengchi University and 112 students from National Sun Yat-sen University.
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 of financial profession They include interns at the sections of financial services, wealth management, and corporate banking; there were 261 students in 2025, and 1,695 interns have been accumulated since 2014.
			Summer Internship program There were 39 students including 5 foreign students participated in this program in 2025, and 356 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 Distributed nearly NT\$350 thousand in 2025 to students from National Taiwan University, National Chengchi University, and National Sun Yat-Sen University, etc. Scholarships In 2025, we awarded E.SUN Talents Scholarship to 36 students and the Nurturing outstanding management personnel Scholarship to 18 students(Management: 6 students; Technology: 4 students; Humanities:7 students; Inspirational role model: 1 student)
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.
			Project Collaboration As of 2025, the bank has collaborated with the Academia Sinica and multiple universities spanning across 6 major departments, accumulated over 60 distinguished professors and 370 students for AI technology research and development.