

# Bloomberg Gender-Equality Index (GEI)

China Development Financial Holding Corporation

# Leadership 2-1

KPI	Definition	CDF										
Percentage of women on company board	<p>Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.*</p> <p>This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.</p>	<p>There are 8 directors in CDF Board and all are male. In terms of gender equality and to enhance the participation of female in decision-making, the Company continues to recruit suitable and outstanding female professionals to join CDF BoD and its subsidiaries in accordance with the principle of diversity.</p> <p>&lt;Ratio of Male vs Female Directors&gt;</p> <table border="1" data-bbox="1651 644 2379 746"> <thead> <tr> <th>CDF</th> <th>China Life</th> <th>KGI Bank</th> <th>KGI Securities</th> <th>CDIB</th> </tr> </thead> <tbody> <tr> <td>8:0</td> <td>7:2</td> <td>5:4</td> <td>7:2</td> <td>6:3</td> </tr> </tbody> </table>	CDF	China Life	KGI Bank	KGI Securities	CDIB	8:0	7:2	5:4	7:2	6:3
CDF	China Life	KGI Bank	KGI Securities	CDIB								
8:0	7:2	5:4	7:2	6:3								
Chairman is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	CDF chairman is male										
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	The members of CDF's functional committees are all CDF's directors. Since all directors of the Company are men, no woman serves as the chairperson of the functional committee.										
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	CDF CEO is male.										

\*Alternatively, absolute values used to derive this percentage will be accepted.

\*\*Please refer to 2022 ESG Report page 23

# Leadership 2-2

KPI	Definition	CDF
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	CDF CFO is female.
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*	The members of CDF's functional committees are all CDF's directors. Since all directors of the Company are men, no woman serves as the chairperson of the functional committee.
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	CDF CHRO has primary responsibility of developing and maintaining CDF's D&I strategies.

\*Alternatively, absolute values used to derive this percentage will be accepted.

# Talent Pipeline 2-1

KPI	Definition	CDF
Percentage of women in total management	Percentage of women in management who have senior-level, middle- or lower-level supervisory responsibilities of total management.*	60%
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*	38.2%
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*	45.2%
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*	40%
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.*	62.5%
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*	62%

\*Alternatively, absolute values used to derive this percentage will be accepted.

\*\*Please refer to 2022 ESG Report page 91

# Talent Pipeline 2-2

KPI	Definition	CDF
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*	33.3%
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.*	58.5%
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.*	54.2%
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	CDF's target is no less than 50% representation of women in leadership position by 2027 (appendix). The target is published in CDF ESG report and website.
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	CDF's target is no less than 50% representation of women in the company by 2027 (appendix). This is a new target set in 2023, and will be published in website along with the GEI report.

\*Alternatively, absolute values used to derive this percentage will be accepted.

KPI	Definition	CDF
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	<p>CDF has achieved almost zero gap in pay between female and male. *</p> <ul style="list-style-type: none"> <li>The principle: CDF's salary offer and adjustment of pay is determined based on individual roles, locations, experiences and performance, without consideration of gender difference.</li> <li>Base pay: The average gap between female and male ranges within <math>\pm 4\%</math> in 2022, a relatively small gap.</li> <li>Pay adjustment: The 2022 adjustment for female is 1.5% above that for male.</li> </ul>
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	<p>CDF's 2022 actual total compensation reported a small range of <math>\pm 2\%</math> gap between female and male. *</p> <ul style="list-style-type: none"> <li>The principle: No consideration of gender differences in all pay related exercises, e.g. starting salary, salary adjustment, the 13<sup>th</sup> and 14<sup>th</sup> months year-end bonus, and the variable pay. The variable pay is determined by individual performance.</li> </ul>
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	<p>CDF has achieved almost no gender pay gap as evidenced by actual 2022 base pay, pay adjustment and total compensation. We continue to commit to pay equity, and uphold the goal of no less than 100% for the female to male ratio on annual salary increase.**</p>
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	<p>The analysis of average base pay and total annual compensation of CDF executives shows there is almost no gap between female and male, indicating high level of equity.*</p>

\*Please refer to 2022 ESG Report page 99

\*\*2027 goal is newly goal setting in 2023. Please refer to the appendix of this file

# Inclusive Culture 3-1

KPI	Definition	CDF
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	10 calendar weeks
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	1.1 weeks (8 working days)
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.	84.2%

# Inclusive Culture 3-2

KPI	Definition	CDF
<p>Back-up family care services or subsidies through the company</p>	<p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>	<p><b>Child Care Benefits:</b></p> <ul style="list-style-type: none"> <li>• We offer a maternity allowance up to NT\$20,000 per child.</li> <li>• We provide 20 breast feeding rooms, an adequate no. of rooms to cater for moms' needs.</li> </ul> <p><b>Child Care Contribution :</b> CDF subsidiaries have contracted with the following external childcare centers to provide preferential childcare service for employees.</p> <ul style="list-style-type: none"> <li>• Hess Preschools and after-school care centers: NT\$1400 in discount for the registration fees with after-school care centers; NT\$500~1000 in discount towards the first month of monthly fees for every semester of English schools</li> <li>• Guang Hwa Kindergarten: 10% off registration fees; NT2000 waiver for after-school care</li> <li>• EBC YoYo: complimentary admission supplies</li> <li>• M Riders Kindergartens: complimentary admission supplies</li> </ul> <p><b>Group Insurance :</b> CDF offers employees with</p> <ul style="list-style-type: none"> <li>• Complete group insurance, including fixed-term life insurance, accident insurance, hospitalization/healthcare insurance, and cancer insurance</li> <li>• Extended epidemic insurance</li> <li>• Travel insurance for business trips</li> <li>• Employees' dependents (spouse and children) are covered in accident, hospitalization/healthcare and cancer insurances with cost borne by the company;</li> <li>• Employees' parents are provided with preferential programs in injury and medical insurances.</li> </ul> <p><b>Family Care Leave :</b> An employee may take family care leave for up to seven days per year if they need to personally care for a family member who is receiving preventive vaccinations, has a serious illness, or experiences other significant accidents.</p>



# Inclusive Culture 3-3

KPI	Definition	CDF
Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.	CDF provides Flexible Working Program to offer more flexibility to colleagues and to increase employee wellbeing. The Program consists of the following arrangements. <ul style="list-style-type: none"> <li>• Flexible Working Shift</li> <li>• Reduced Working Hours</li> <li>• Sabbatical Leave</li> <li>• Working Off-site/Working from Home.</li> </ul>
Employee resource groups for women	Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.	n/a
Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	Yes, the unconscious bias concept has been embedded into our policy and the relevant training has been conducted to all employees, which will be continued on a regular basis.
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company’s anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.	Yes, the anti-sexual harassment concept has been embedded into our policies and the relevant training has been conducted to all employees on an annual basis.



# Appendix

# 2022 Female Employee Indicator

Item	Ratio (%)	2027 Goal (%)
Percentage of female in total employees	62.5	>=50
Percentage of female in all management positions	60.0	>=50
Percentage of female in all junior management positions	63.1	>=50
Percentage of female in all middle management positions	45.2	46
Percentage of female in all top management positions	38.2	39
Percentage of female in revenue-generating departments in all management positions (excluding support functions such as HR, IT, Legal Department)	44.4	45
Percentage of female in STEM-related positions in all STEM employees	33.3	34

\*The STEM positions in our company include business positions related to science, engineering and mathematics, such as programming, web development, statistics, actuarial and other positions.

\*\*The 2027 goal is a newly goal setting in 2023.

# Annual Salary Adjustment

Year	Female %	Male %	Female/Male %
2022	3.47%	3.42%	101.4%
2023	2.8%	2.7%	103.7%
2027 Goal			>= 100%

\*The 2027 goal is a newly goal setting in 2023.