

光寶科技員工結構及分布概況

Overview of LITE-ON' s Employee Structure and Distribution

● 依性別與年齡 By gender and age

| | 2017 | | | | | 2018 | | | | | 2019 | | | | |
|-------------|-------|-------|-------|------|-------------|-------|-------|-------|------|-------------|-------|-------|-------|------|-------------|
| 年齡 Age | <30 | 30-40 | 41-50 | >50 | 合計 Total | <30 | 30-40 | 41-50 | >50 | 合計 Total | <30 | 30-40 | 41-50 | >50 | 合計 Total |
| 男 Male | 36.3% | 13.6% | 5.0% | 1.0% | 55.8% | 34.5% | 14.5% | 5.8% | 1.1% | 55.9% | 32.5% | 16.0% | 6.4% | 1.4% | 56.3% |
| 女 Female | 24.4% | 13.3% | 5.9% | 0.6% | 44.2% | 21.8% | 14.7% | 6.8% | 0.8% | 44.1% | 20.4% | 14.7% | 7.6% | 1.0% | 43.7% |

● 依國籍 By nationality

| 國籍 Nationality | 2017 | 2018 | 2019 |
|----------------|-------|-------|-------|
| 中國大陸 PRC | 84.2% | 79.4% | 78.4% |
| 台灣 Taiwan | 9.7% | 11.2% | 12% |
| 泰國 Thailand | 4.8% | 5.4% | 5% |
| 其他 Others | 1.3% | 4% | 4.6% |

● 聘用身心員工 Disabled employee

| 國籍 / 性別 Nationality / Gender | 2017 | | | 2018 | | | 2019 | | |
|---------------------------------|--------|----------|----------|--------|----------|----------|--------|----------|----------|
| | 男 Male | 女 Female | 合計 Total | 男 Male | 女 Female | 合計 Total | 男 Male | 女 Female | 合計 Total |
| 中國大陸 PRC | 203 | 104 | 307 | 219 | 105 | 324 | 280 | 89 | 369 |
| 台灣 Taiwan | 30 | 19 | 49 | 28 | 18 | 46 | 25 | 15 | 40 |
| 其他 Others | - | - | - | - | - | - | 6 | 3 | 9 |
| 全球合計 Global total | 233 | 123 | 356 | 247 | 123 | 370 | 311 | 107 | 418 |

● 女性主管比例 Females in all management positions

| 2017 | 2018 | 2019 |
|-------|-------|-------|
| 21.3% | 22.4% | 22.9% |

● 全球主要營運據點各廠區同仁參與工會比率 Percentage of union membership:

| 2017 | 2018 | 2019 |
|-------|--------|--------|
| 66.9% | 64.64% | 59.29% |