

光寶科技員工結構及分布概況

Overview of LITEON' s Employee Structure and Distribution

● 依性別與年齡 By gender and age

	2019					2020					2021					2022				
年齡 Age	<30	31-40	41-50	>50	合計 Total	<30	31-40	41-50	>50	合計 Total	<30	31-40	41-50	>50	合計 Total	<30	31-40	41-50	>50	合計 Total
男 Male	32.5%	16.0%	6.4%	1.4%	56.3%	31.6%	16.4%	6.9%	1.57%	56.5%	30.8%	16.5%	7.4%	1.5%	56.2%	25.3%	18.1%	8.8%	2.1%	54.3%
女 Female	20.4%	14.7%	7.6%	1.0%	43.7%	18.8%	15.2%	8.3%	1.26%	43.5%	19.1%	14.9%	8.7%	1.2%	43.8%	16.8%	16.5%	10.7%	1.7%	45.7%
合計 Total	52.9%	30.7%	14%	2.4%	100%	50.4%	31.6%	15.2%	2.8%	100%	49.9%	31.4%	16.1%	2.7%	100%	42.1%	34.6%	19.5%	3.8%	100%

● 依國籍  
By nationality

國籍 Nationality	2019 as % of total workforce	2020 as % of total workforce	2021 as % of total workforce	2022 as % of total workforce
中國大陸 PRC	78.4%	77.9%	75%	70.2%
台灣 Taiwan	12%	10.2%	11.3%	16.3%
泰國 Thailand	5%	5.8%	7.4%	7.5%
越南 Vietnam	-	-	3%	1.5%
印度 India	-	-	0.7%	0.6%
其他 Others	4.6%	6.1%	2.7%	3.9%

● 主管比例依國籍  
Management position by nationality

國籍 Nationality	2020	2021	2022
中國大陸 PRC	30.5%	24%	30.6%
台灣 Taiwan	59.3%	68%	58.6%
泰國 Thailand	1.6%	1%	1.4%
越南 Vietnam	0.9%	0%	0.6%
印度 India	0.1%	0%	0.2%
其他 Others	7.6%	7%	8.6%

● 職缺內部遞補率  
Internal hires

年份 Year	內部遞補 Internal hires
2018	26%
2019	48%
2020	40%
2021	12%
2022	21%

● 聘用身心員工 People with disability

國籍 / 性別 Nationality / Gender	2019			2020			2021			2022		
	男 Male	女 Female	合計 Total	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	280	89	369	183	77	260	126	53	179	186	57	243
台灣 Taiwan	25	15	40	24	15	39	24	16	40	20	14	34
其他 Others	6	3	9	3	3	6	5	4	9	5	3	8
全球合計 Global total	311	107	418	210	95	305	155	73	228	211	74	285

● 外籍員工 Foreign worker

國籍 / 性別 Nationality / Gender	2019			2020			2021			2022		
	男 Male	女 Female	合計 Total	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	8	2	10	5	2	7	0	2	2	0	2	2
台灣 Taiwan	16	225	241	13	8	21	14	57	71	24	405	429
其他 Others	1	2	3	1	2	3	0	1	1	0	1	1
全球合計 Global total	25	229	254	19	12	31	14	60	74	24	408	432

- 女性同仁比例 Female in the Total Labor Force

2018	2019	2020	2021	2022	Target (2025)
44.1%	43.7%	43.5%	43.8%	45.7%	50%

- 女性主管比例 Females in all management positions

2018	2019	2020	2021	2022	Target (2025)
22.4%	22.9%	23.2%	24.3%	25.1%	30%

- 女性中階主管比例 Females in junior management positions

2018	2019	2020	2021	2022	Target (2025)
41.6%	38.8%	37.2%	38.9%	38.6%	40%

- 女性高階主管比例 Females in top management positions

2018	2019	2020	2021	2022	Target (2025)
22.6%	26.3%	23.1%	23.5%	26.9%	30%

- 女性主管於事業部門比例 Females in revenue-generating functions management positions

2018	2019	2020	2021	2022	Target (2025)
18.7%	19.4%	19%	20.1%	21.2%	25%

- 女性員工 STEM 職務比例 Females in STEM-related positions

2018	2019	2020	2021	2022	Target (2025)
-	-	34%	35.9%	34.7%	40%

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

2018	2019	2020	2021	2022
64.64%	59.29%	59.29%	57.98%	51.00%