

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

	2018					2019					2020				
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	34.5%	14.5%	5.8%	1.1%	55.9%	32.5%	16.0%	6.4%	1.4%	56.3%	31.6%	16.4%	6.9%	1.57%	56.5%
女 Female	21.8%	14.7%	6.8%	0.8%	44.1%	20.4%	14.7%	7.6%	1.0%	43.7%	18.8%	15.2%	8.3%	1.26%	43.5%
合計 Total	56.3%	29.2%	12.6%	1.9%	100%	52.9%	30.7%	14%	2.4%	100%	50.4%	31.6%	15.2%	2.8%	100%

● 依國籍 By nationality

國籍 Nationality	2018	2019	2020	
	as % of total workforce	as % of total workforce	as % of total workforce	as % of total management workforce
中國大陸 PRC	79.4%	78.4%	77.9%	30.5%
台灣 Taiwan	11.2%	12%	10.2%	59.3%
泰國 Thailand	5.4%	5%	5.8%	1.6%
其他 Others	4%	4.6%	6.1%	8.6% (including Vietnam 0.9% and India 0.1%)

- 主管比例依國籍 Management position by nationality

國籍 Nationality	2020
中國大陸 PRC	30.5%
台灣 Taiwan	59.3%
泰國 Thailand	1.6%
其他 Others	8.6%

- 聘用身心員工 People with disability

國籍 / 性別 Nationality / Gender	2018			2019			2020		
	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	219	105	324	280	89	369	183	77	260
台灣 Taiwan	28	18	46	25	15	40	24	15	39
其他 Others	-	-	-	6	3	9	3	3	6
全球合計 Global total	247	123	370	311	107	418	210	95	305

- 外籍員工 Foreign worker

國籍 / 性別	2018			2019			2020		
	男 Male	女 Female	合計 Total	男 Male	女 Female	合計 Total	男 Male	女 Female	合計 Total

Nationality / Gender									
中國大陸 PRC	11	3	14	8	2	10	5	2	7
台灣 Taiwan	16	220	236	16	225	241	13	8	21
其他 Others	1	0	1	1	2	3	1	2	3
全球合計 Global total	28	223	251	25	229	254	19	12	31

- 女性主管比例 Females in all management positions

2018	2019	2020
22.4%	22.9%	23.2%

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

2018	2019	2020
41.6%	38.8%	37.2%

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

2018	2019	2020
22.6%	26.3%	23.1%

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

2018	2019	2020
18.7%	19.4%	19%

- 女性員工 STEM 職務比例 Females in STEM-related positions: 34%

- 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
64.64.%	59.29%	59.29%