

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 | | | | |
|----------|-------|-------|-------|------|----------|-------|-------|-------|-------|----------|-------|-------|-------|------|----------|
| 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 |
| 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% |
| 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% |
| 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% |

➤ Target share of women in total workforce: 44 by 2023

● 依國籍
By nationality

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

● 主管比例依國籍
Management position by nationality

| 國籍 Nationality | 2020 | 2021 |
|----------------|-------|------|
| 中國大陸 PRC | 30.5% | 24% |
| 台灣 Taiwan | 59.3% | 68% |
| 泰國 Thailand | 1.6% | 1% |
| 越南 Vietnam | 0.9% | 0% |
| 印度 India | 0.1% | 0% |
| 其他 Others | 7.6% | 7% |

● 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% |

● 聘用身心員工 People with disability

| 國籍 / 性別 Nationality / Gender | 2019 | | | 2020 | | | 2021 | | |
|---------------------------------|--------|----------|----------|--------|----------|----------|--------|----------|----------|
| | 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 |
| 台灣 Taiwan | 25 | 15 | 40 | 24 | 15 | 39 | 24 | 16 | 40 |
| 其他 Others | 6 | 3 | 9 | 3 | 3 | 6 | 5 | 4 | 9 |
| 全球合計 Global total | 311 | 107 | 418 | 210 | 95 | 305 | 155 | 73 | 228 |

● 外籍員工 Foreign worker

| 國籍 / 性別 Nationality / Gender | 2019 | | | 2020 | | | 2021 | | |
|---------------------------------|--------|----------|----------|--------|----------|----------|--------|----------|----------|
| | 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 |
| 台灣 Taiwan | 16 | 225 | 241 | 13 | 8 | 21 | 14 | 57 | 71 |
| 其他 Others | 1 | 2 | 3 | 1 | 2 | 3 | 0 | 1 | 1 |
| 全球合計 Global total | 25 | 229 | 254 | 19 | 12 | 31 | 14 | 60 | 74 |

● 女性主管比例 Females in all management positions

| 2018 | 2019 | 2020 | 2021 |
|-------|-------|-------|-------|
| 22.4% | 22.9% | 23.2% | 24.3% |

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

| 2018 | 2019 | 2020 | 2021 |
|-------|-------|-------|-------|
| 41.6% | 38.8% | 37.2% | 38.9% |

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

| 2018 | 2019 | 2020 | 2021 |
|-------|-------|-------|-------|
| 22.6% | 26.3% | 23.1% | 23.5% |

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

| 2018 | 2019 | 2020 | 2021 |
|-------|-------|------|-------|
| 18.7% | 19.4% | 19% | 20.1% |

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

| 2018 | 2019 | 2020 | 2021 |
|------|------|------|-------|
| - | - | 34% | 35.9% |

- 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 |
|--------|--------|--------|--------|
| 64.64% | 59.29% | 59.29% | 57.98% |