

2023 Employee Ethnic Indicators

Category	2022		2023	
	Percentage of all employees	Percentage of management ranks	Percentage of all employees	Percentage of management ranks
Taiwan	80%	99%	85.80%	99.50%
Vietnam	14%	0.42%	12.44%	0.50%
Thailand	1.26%	0	0.97%	0%
Philippine	0.16%	0	0.11%	0%
Aboriginal	0.47%	0	0.40%	0%
New immigrants	3.56%	0	0.68%	0%

Age and Gender Diversity Indicators

Year		2022	2023	
Item / Gender	Age	Percentage of supervisors	Percentage of supervisors	
Supervisors	Male	Under 30 years old	2.97%	1.20%
		30-50 years old	60.60%	59.20%
		Over 50 years old	22.46%	25.20%
	Female	Under 30 years old	0	0.40%
		30-50 years old	8.47%	8.00%
		Over 50 years old	5.51%	6.00%
All Staff	Male	Under 30 years old	15.13%	12.91%
		30-50 years old	47.38%	46.82%
		Over 50 years old	9.53%	9.40%
	Female	Under 30 years old	4.24%	4.37%
		30-50 years old	17.17%	17.62%
		Over 50 years old	6.54%	8.87%
Total percentage of supervisors		12.36%	14.20%	
Total non-supervisory staff		87.64%	85.80%	

Other Diversity Indicators

Category	Percentage (%)
Disabled person	2.05%

Gender Equality Indicators for Parental Leave without Pay

Year	2022			2023		
	Male	Female	Total	Male	Female	Total
The number of people eligible to apply for parental leave without pay (A)	48	33	81	16	11	27
The number of people who actually applied for parental leave in the current year (B)	13	22	35	16	11	27
The number of people who should be reinstated on parental leave in the current year (C)	5	12	17	19	13	32
The number of people who should be reinstated on parental leave in the current year (D)	4	9	13	13	12	25
The actual number of people returning to work on parental leave in the previous year (E)	0	11	11	4	9	13
The number of people who have continued to work for one year after returning to work after parental leave in the previous year (F)	0	11	11	3	9	12
Return to work rate of parental leave in the current year % (D/C)	80.00%	75.00%	76.47%	68%	92%	78%
Current year parental leave retention rate % (F/E)	0.00%	100.00%	100.00%	75%	100%	92%