

## Social Data (Updated as of May 2022)

### 2021 Workforce Breakdown: Nationality

Nationality	Share in total workforce	Share in all management positions
China	93.8%	87.0%
Taiwan	5.2%	12.7%
Philippines	0.1%	0%
India	0.8%	0.1%
Other nationalities	0.1%	0.2%

Note: other nationalities include South Korea, North Korea, Japan, Vietnam, etc.

### 2021 Gender Pay Gap Analysis (Note)

Category	Male Employees	Female Employees
The number of full-time employees who work as technical operators	18,570	11,557
Mean gender pay gap	1	0.94
Median gender pay gap	1	0.95
Mean bonus gap	1	0.89
Median bonus gap	1	0.94

Note: the coverage range is based on the total remuneration of full-time employees who work as technical operators until December 31, 2021 and their total remuneration for the current year includes monthly salary, various bonuses and dividends.

### 2021 Workforce Breakdown: Gender

Category	2021 Percentage
Share of women in total workforce	34.5%
Share of women in all management positions	15.1%
Share of women in junior management positions (i.e. section manager level)	12.2%
Share of women in top management positions (i.e. division manager and above level)	16.6%
Share of women in management positions in revenue-generating functions (Note)	14.4%
Share of women in STEM-related positions (Note)	34.0%

Note : workers in management positions in revenue-generating functions exclude support functions such as HR, IT, Legal, etc.; STEM-related positions refer to workers in engineer functions.

### Philanthropy Data Summary

Category	Unit	2017	2018	2019	2020	2021
Charitable activities held	Events	115	89	45	109	95
Participation in philanthropic activities	Participants	55,742	25,000	7,727	7,521	27,668
Volunteer hours	Hours	N/A	N/A	N/A	N/A	2,505
In-kind donations	Thousands NT\$	14,502	466	631	716	1,300
Cash donations	Thousands NT\$	1,530	3,105	2,042	14,351	12,900

### Workplace Data Summary

Category	Unit	2017	2018	2019	2020	2021
Number of employee	Person	41,522	36,330	36,181	46,919	42,820
Total female managers	Person	840	370	448	567	649
Total male managers	Person	3,115	2,002	2,567	3,244	3,635
Ratio of female managers	%	21.2%	15.6%	14.9%	14.9%	15.1%
Ratio of male managers	%	78.8%	84.4%	85.1%	85.1%	84.9%
Total female employees	Person	12,956	11,345	11,399	15,448	14,764
Total male employees	Person	28,566	24,985	24,782	31,471	28,056
Ratio of female employees	%	31%	31%	32%	33%	34%
Ratio of male employees	%	69%	69%	68%	67%	66%
Human capital	Thousands NT\$	13,253,527	14,504,787	16,544,669	17,314,142	21,552,494
Human capital ROI	%	8.5	8.4	7.5	7.9	8.1
Training expenses	Thousands NT\$	24,858	24,638	25,218	35,960	32,670
Average training expenses	Thousands NT\$	0.6	0.7	0.7	0.8	0.8
Average training hours	Hours	48	60	58	45	48