

社会数据(更新日期：2023年7月)

2022年女性员工及女性管理阶层比例

2022 Workforce Breakdown:Gender

类别 Category	2022年比例 2022 Percentage
整体女性员工 Share of women in total workforce	36.0%
女性主管 Share of women in all management positions	13.6%
基层主管为女性(课/组级) Share of women in junior management positions(i.e. section manager level)	13.1%
高层主管为女性(处级以上) Share of women in top management positions(i.e. division manager and above level)	22.2%
生产营收相关部门主管为女性(注)Share of women in management positions in revenue-generating functions(Note)	12.6%
STEM 相关部门为女性(注)Share of women in STEM-related positions(Note)	35.4%

注：生产营收相关部门指排除人资、商务总处、总部大楼、资讯、智能制造、法务、供应链、财务等单位；STEM相关部门指工程师相关单位。

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

2022年员工国籍分布情况

Employee nationality distribution in 2022

国籍 nationality	地区 region	员工占比% share in total workforce	管理职占比% share in all management positions
中国 China	中国大陆 Chinese mainland	96.80%	93.80%
	中国台湾 Taiwan,China	1.60%	5.97%
印度 India		1.60%	0.14%
其他 other		0	0.09%

注:其他包括日本、新西兰等

Note:Others include Japan,New Zealand,etc.

员工培训计划

课程名称	IE 提案改善培训 (师级)	管理专班培训 (管理职员工)
课程内容及目标	内容：针对师级展开 IE、精益生产等系列课程，秉承“时时改善·日日精进”的精神，促进开发创新。 目标：提案改善 5 万份，申请专利 200 件	内容：针对各不同阶层主管的核心能力引进各类管理课程，扎实的、有系统的为各阶层主管提供管理职能培训，提升员工留任率。 目标：月平均员工离职率下降 2%
课程效益	提案改善 78,845 份，申请专利 306 件，获证 203 件	培训合格人数 1,307 人 月平均员工离职率下降 3%
员工参与百分比	22%	10%

Employee training program

Course Title	IE Improvement Training (Engineers & Management)	Management Training (Management)
Training Target	Content: Training of IE & productivity improvement for innovation development with time to time and day by day grit. Target : Improvement Project proposal over 50,000; Patents filing over 200.	Content: Core competence management training for different management levels courses with solid and systemic skillset program to higher the retention ratio Target: Monthly average turnover rate drop 2%
Course Benefit	Improvement Project proposal: 78,845, Patent filing: 306; Patent granted: 203	Certified personnel 1,307 Monthly average turnover rate drop 3%
Participation Ratio	22%	10%