

Bloomberg Gender-Equality Index KPI

The data presented below represents 92.6% of our workforce.

LEADERSHIP

Question	FY 2022	Supplemental Information
Percentage of women on company board	18.18%	2022 Annual Report Page 25-31
Chairperson is a woman	Yes	2022 Annual Report Page 25
Gender balance in board leadership	0%	
Chief executive officer (CEO) is a woman	No	
Woman chief financial officer (CFO) or equivalent	Yes	2022 Annual Report Page 37
Percentage of women executive officers	33%	
Chief diversity officer (CDO)	No	

TALENT PIPELINE

Question	FY 2022	Supplemental Information
Percentage of women in total management	41%	
Percentage of women in senior management	35%	
Percentage of women in middle management	47%	
Percentage of women in non-managerial positions	57%	
Percentage of women in total workforce	50%	
Percentage of women total promotions	54%	
Percentage of women IT/Engineering	39%	
Percentage of new hires are women	51%	
Percentage of women attrition	53%	
Time-bound action plan with targets to increase the representation of women in leadership positions	No	
Time-bound action plan with targets to increase the representation of women in the company	No	

PAY

Question	FY 2022	Supplemental Information
Adjusted mean gender pay gap	1 : 0.95 (Male : Female)	We calculate this adjusted gap by performing a weighted average assessment of gender pay gaps among both managerial and non-managerial employees, recognizing that different roles may have varying impacts on the overall pay structure. Additionally, we factor in the geographical dimension by calculating a weighted average of gender pay gaps across different locations, acknowledging that regional variations may also influence compensation levels.
Global mean (average) raw gender pay gap	1 : 0.84 (Male : Female)	
Time-bound action plan to close its gender pay gap	No	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	No	

INCLUSIVE CULTURE

Question	FY 2022	Supplemental Information
Number of weeks of fully paid primary parental leave offered	8.6 weeks	<p>Given the diverse regulatory landscape across the countries where we operate, our fully paid primary parental leave weeks vary accordingly. The following outlines the duration of parental leave provided in different locations:</p> <p>Taiwan: 8 weeks US: 12 weeks Japan: 0 weeks Korea: 12.9 weeks</p> <p>To provide context, here are the percentages of employees in each location: % of employees in Taiwan: 62.5% % of employees in the US: 22.4% % of employees in Japan: 5.7% % of employees in Korea: 2.0%</p> <p>Utilizing a weighted average calculation based on the percentage of employees in each country, our firm-wide fully paid primary parental leave weeks count is 8.6 weeks.</p>
Number of weeks of fully paid secondary parental leave offered	1.0 week	<p>Given the diverse regulatory landscape across the countries where we operate, our fully paid secondary parental leave weeks vary accordingly. The following outlines the duration of parental leave provided in different locations: Taiwan: 1 weeks</p>

		<p>US: 0 weeks Japan: 0 weeks Korea: 12.9 weeks</p> <p>To provide context, here are the percentages of employees in each location: % of employees in Taiwan: 62.5% % of employees in the US: 22.4% % of employees in Japan: 5.7% % of employees in Korea: 2.0%</p> <p>Utilizing a weighted average calculation based on the percentage of employees in each country, our firm-wide fully paid primary parental leave weeks count is 1.0 weeks.</p>
Parental leave retention rate	Taiwan: 100% US: 100% Korea: N/A Japan: N/A	
Back-up family care services or subsidies through the company	Yes	We are committed to supporting our employees during significant life events. We provide subsidies to employees when they get married or welcome a new baby into their family. These subsidies are designed to assist our employees during key milestones in their personal lives and demonstrate our commitment to their well-being and work-life balance.
Flexible working policy	Yes	2022 ESG Report Page 58
Employee resource groups for women	No	
Unconscious bias training	Yes	We conduct unconscious bias training and anti-sexual harassment training as an integral part of our new employee orientation. These training sessions are designed to raise awareness, promote understanding, and prevent discrimination and harassment in the workplace.
Annual anti-sexual harassment training	Yes	We conduct unconscious bias training and anti-sexual harassment training as an integral part of our new employee orientation. These training sessions are designed to raise awareness, promote understanding, and prevent discrimination and harassment in the workplace.