

# Planning a Sustainable Organization, Fostering a Diversity of Talents



## Workforce Diversity

The total number of Wistron's global employees and staff distribution based on gender and employment type per region is presented below. There is a male/female ratio of 65:35. In terms of employment types, regular employees account for 95%, while contractual and dispatched workers account for 5%. Employment types depend on the operation and capacity demands. To cope with capacity demands, some regions employ a higher percentage of contractual or dispatched workers. However, Wistron does not employ short-term or contractual employees which could deprive them of their legal rights. All employees have legal rights and interests since the first day of employment.

### 2015 Statistics of Employees

Unit: Person

Region	Taiwan	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Male	4,066	7,159	1,254	9,216	2,847	2,624	1,502	103	28,771
Female	1,853	4,489	941	4,217	1,480	1,523	999	73	15,575
Total	5,919	11,648	2,195	13,433	4,327	4,147	2,501	176	44,346

[ Note1 ] Taiwan = Neihu Headquarter, Hsichih Office Complex, and Hsinchu Plant

[ Note2 ] Use the number of employees on 2015/12/31

### Types of Employment

Unit: Person

Form of Employment	Taiwan	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Regular	5,782	11,580	2,134	13,426	4,130	4,097	722	115	41,986
Contract	107	68	61	7	197	50	0	31	521
Outsourced	30	0	0	0	0	0	1,779	30	1,839
Total	5,919	11,648	2,195	13,433	4,327	4,147	2,501	176	44,346

Wistron puts emphasis on diversification and is dedicated to providing a working environment where employees are rewarded and encouraged for their participation and individual talent. Through fair employment and sound operations, the company continuously cultivates and trains various employees. These excellent employees with different backgrounds and talents can help create corporate competitiveness. As for global indirect labor, the number of employees according to management level, gender and age are listed below:

#### Worldwide Indirect Employees by Level, Gender and Age Group

Age Group	Division Level and Above		Department Level		Non- Management		Total
	Male	Female	Male	Female	Male	Female	
< 30	0.03%	0.05%	1.09%	0.57%	29.50%	17.41%	48.66%
30-50	6.04%	1.23%	4.26%	1.74%	24.73%	11.18%	49.17%
> 50	1.18%	0.10%	0.02%	0.01%	0.62%	0.24%	2.17%
Total	7.25%	1.38%	5.37%	2.33%	54.85%	28.82%	100%

## New Hire and Turnover Management

When an employee resigns, we fully respect his/her decision regardless of their reason. We then try to find out their reason for leaving and use this as an opportunity to identify problems for further improvement. The table below shows the statistics of new hires and turnovers in 2015 sorted by gender and age group. Turnover includes voluntary resignation and other reasons. Most were concentrated in direct employees under the age of 30.

#### Total Number of New Hires

Unit: Person

Item	Age Group	Male	Female
2015 New Hires	< 30	50,273	22,620
	30-50	3,229	2,081
	>50	48	42
Total		78,293	

#### Total Number of Turnover

Unit: Person

Item	Age Group	Male	Female
2015 Turnovers	< 30	58,140	26,024
	30-50	4,051	2,546
	>50	58	65
Total		90,884	

## Local Hiring

Based on its recruitment policy, Wistron employs the best talents found in various countries. It also considers the "Cultivation of Local Management Talents" as a key goal of implementing talent localization. In 2015, local talents who work as managers accounted for 80.5%, with 45% assuming positions higher than Director. The data showing local employees who work as managers is presented below:

#### Percentage of Local Employees in Management Positions

Unit: %

Region	China	Mexico Plant	Czech Plant
Percentage of local managers	81.5	63.1	73.7
Percentage of local department level or higher managers	42.9	78.6	55.6