

Gender Equality Performances

Level	Unit	2023	2026 Target
Total female employees	Percentage	27	25
Total management positions held by women	Percentage	44	40
Total junior management ⁽¹⁾ positions held by women	Percentage	45	45
Total top management ⁽²⁾ positions held by women	Percentage	39	35
Management positions in revenue-generating functions held by women	Percentage	30	35
STEM ⁽³⁾ management positions held by women	Percentage	30	35

Remarks:

(1) Junior management includes Manager

(2) Top management includes Vice President upward

(3) STEM represents science, technology, engineering, and mathematics

Non-discrimination Performances

Religious	Unit	2023	
		Employees	Management
Buddhism	Percentage	94.71	92.35
Christianity	Percentage	1.15	1.53
Islam	Percentage	1.03	0.51
Atheism	Percentage	0.06	0.00
Not specified	Percentage	3.05	5.61