

O-Bank Employees in 2023 by Gender, Age, Occupation, Work Location and Nationality.

by Gender, Age, Occupation, and Work Location

Location / Occupation		Taiwan		Overseas		Total	Share of all employees (%)
Gender	Age	Management	Rank-and-file	Management	Rank-and-file		
Male	Age 50 or older	59	79	3	20	161	13.58%
	Age 31 - 49	41	290	1	29	361	30.44%
	Age 30 or younger	0	98	0	2	100	8.43%
	Subtotal	100	467	4	51	622	52.45%
Female	Age 50 or older	35	64	2	14	115	9.70%
	Age 31 - 49	34	273	1	29	337	28.41%
	Age 30 or younger	0	105	0	7	112	9.44%
	Subtotal	69	442	3	50	564	47.55%
Total		169	909	7	101	1186	100%
Share of All Employees (%)		14.25%	76.64%	0.59%	8.52%		

Note: The above figures are current as of Dec.31, 2023. The term "management" above refers to personnel holding a management-level position, i.e. section head or higher.

By Nationality

Region of employment	Taiwan		Overseas		合計 Total	Share of all employees (%)
Nationality	Management	Rank-and-file	Management	Rank-and-file		
Taiwan	169	907	2	7	1085	91.48%
China (including Hong Kong)	0	0	5	94	99	8.35%
Malaysia	0	1	0	0	1	0.085%
Singapore	0	1	0	0	1	0.085%
Total	1078		108		1186	100%
Local hiring rate	99.81%		91.67%			

Note: The above figures are current as of Dec. 31, 2023.

For the indigenous employees, in addition to providing indigenous employees with the same pay and benefits that others receive, O-Bank also offers "ritual and festival leave for indigenous people," whereby such employees are allowed to take one day off work to take part in the traditional rituals and festivals of their ethnic community to respect the customs and cultures of the ethnic groups to which the employees belong. As of year-end 2023, O-Bank had 4 indigenous employees in Taiwan. This employee did not hold a management position, accounted for 0.3% of all employees in Taiwan, and there were no incidents that infringed upon that employee's rights.