






All compensation, promotion, and benefits systems are free from gender bias, aiming to promote DEI (diversity, equity, and inclusion) culture.

4.1 Power of Deep Cultivation

SDGs	Strategy	Mission	Vision
  	Provide good salaries and benefits, build a safe and friendly environment, stabilize and attract outstanding talent.	Jointly create a harmonious labor-management atmosphere, enhance the cohesion of employees internally, and attract talent externally.	Diversify talent introduction channels, strengthen the popularity of MEAN WELL in the talent market, and increase the willingness of high-quality talent to join.
KPIs	Target	2021	2022
Off-site employee retention rate	80	85.19	73.68
On-site employee retention rate	70	78.6	73.8

Employee Gender Ratio

- Gender Ratio of Total Employees
Male 0.69: Female 1
- Gender ratio in management positions
Male 3.4: Female 1
- Technical gender ratio
Male 2.2: Female 1

Salary Ratio of Males and Females by Category

Salary Ratio of Males and Females by Category					
Factory area	Salary ratio of each position	Number of Employees		Salary Ratio	
		Female	Male	Female	Male
Taiwan factory	Management	9	36	1	1.2
	Non-management	180	139	1	1.37
	On-site employees	67	130	1	1.29
	Off-site employees	122	45	1	0.81
Guangzhou factory	Management	6	19	1	1.53
	Non-management	610	418	1	1.63
	On-site employees	49	144	1	1.24
	Off-site employees	567	293	1	1.05
Suzhou factory	Management	7	20	1	0.58
	Non-management	623	348	1	1.48
	On-site employees	68	136	1	1.41
	Off-site employees	559	235	1	1.01

Note: Only data of the Taiwan factory, Guangzhou factory and Suzhou factory are disclosed. and not the Netherlands. California. and Bangalore in India