

Relevant Data Statistics of Human Resources (GRI 2-21)

Workforce Structure of CAL Group in 2022

Category	Groups									
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Full-time Employees		10,604	5,465	5,139	758	377	381	631	282	349
Non-full-time Employees		102	16	86	38	5	33	44	10	34
Temporary Employees		26	17	9	0	0	0	0	0	0
Age	Under 30	834	311	523	131	31	100	233	61	172
	31-50	6,760	3,151	3,609	462	197	265	359	159	200
	Above 51	3,138	2,036	1,102	203	154	49	83	72	11
The Job Category	Business	2,963	1,231	1,732	327	114	213	278	101	177
	Air Service	4,055	1,520	2,535	202	83	119	342	153	189
	Maintenance	2,123	2,031	92	120	117	3	26	24	2
	Others (Note 1)	1,591	716	875	147	68	79	29	14	15
Ranking	Senior Management (Note 2)	118	88	30	22	21	1	11	9	2
	Mid-level Management	335	233	102	36	25	11	26	16	10
	Junior Manager	169	124	45	37	26	11	44	22	22
	Non-executive Employees	10,110	5,053	5,057	701	310	391	594	245	349
Region	Taiwan	9,445	4,925	4,520	760	368	392	672	291	381
	China	180	95	85	36	14	22	-	-	-
	Asia	699	295	404	-	-	-	3	1	2
	USA	255	113	142	-	-	-	-	-	-
	Europe	106	47	59	-	-	-	-	-	-
Education	Oceania	47	23	24	-	-	-	-	-	-
	Master / PhD	1,378	790	588	73	49	24	82	45	37
	Bachelor	8,783	4,291	4,492	668	293	375	575	236	339
	Senior High	492	367	125	55	40	15	14	10	4
	Others	79	50	29	-	-	-	4	1	3
Total		10,732	5,498	5,234	796	382	414	613	282	349
The Total Number Includes	Indigenous Employees	77	39	38	8	-	8	6	2	4
	Disabled Employees	108	76	32	4	2	2	6	3	3
Interns (Not Included in the Number of Employees)	Interns	44	7	37	14	3	11	-	-	-

Note 1: Job duties - others: including senior executives at the level of vice president and above, auditing and accounting, information technology staff, and all other personnel not categorized above.

Note 2: Senior executives: Level 1 managers and deputies or above; Mid-level managers: Level 2 managers and deputies; Junior-level supervisors: Level 3 managers and deputies.

Note 3: Interns are not included in the total number of employees.

Contents

Preface

1 Sustainability Management

2 Value Creation

3 Corporate Governance

ESG Data and Appendix

- Financial Performance
- Customer Satisfaction Table in 2022
- Environmental Performance
- Management of Material Human Rights Issues in 2022
- Relevant Data Statistics of Human Resources
- GRI Content Index
- The Sustainability Accounting Standards Board (SASB) Table
- The United Nations Global Compact Comparison Table
- Independent Limited Assurance Report