

## Distribution of the management by gender (%)

Type of Management	male	female	2026 target
Top management positions	75%	25%	25%
Junior management positions	58%	42%	50%
Revenue-generating functions Management Positions	45%	55%	55%
STEM-related management positions	93%	7%	15%
Total	63%	37%	45%

1. Management positions: Persons above the company department manager level who are responsible for leading and managing business management responsibilities, including professional technical and management department personnel.

The top management positions are President of plant or above, the junior management positions are administration and factory affairs department heads; the revenue creation management positions are: sales & marketing department; the STEM management positions are the R&D technology department.

2. In 2026, the number of female managers is expected to reach more than 40%