

## 多元、平等和共融宣言

### Statement on Diversity, Equity, and Inclusion

啓碁堅信多元、平等和共融是我們成功的「碁」石，是實現卓越的關鍵。我們承諾承擔社會責任，致力於在全球各地打造以人為本的職場。

WNC believes that Diversity, Equity, and Inclusion (DEI) are the cornerstones of our success. We are committed to social responsibility, striving to create people-centric workplaces worldwide.

#### 多元 Diversity

啓碁珍視每一位員工的獨特性，認為不同文化和經歷的同仁是我們重要的資產，我們擁抱多元，致力於招聘、任用與培育各種背景的人才，堅信多樣性的員工組成將為我們提供多元觀點，促進啓碁的創造力。

We embrace each employee's uniqueness and actively seek talent from diverse backgrounds to enhance creativity and perspectives.

#### 平等 Equity

啓碁尊重差異，無論其宗教、種族、國籍、年齡、性別、性取向、政治立場或其他個人特質，每一位員工都享有平等的機會，我們堅決反對歧視，承諾平等雇用身心障礙者與少數族群，確保每位員工都能夠在啓碁充分發揮自己的潛力。

We respect differences, ensuring that every employee, regardless of their religion, race, nationality, age, gender, sexual orientation, political stance, or other personal characteristics, enjoys equal opportunities. We provide fair chances for individuals with disabilities and minority groups to maximize their potential.

#### 共融 Inclusion

啓碁致力於創造開放和支持的企業文化，我們歡迎不同的視角和思維，並鼓勵員工參與公司決策，以促進創新和高效的協作。

We foster an open, supportive culture that promotes innovation and efficient collaboration through diverse perspectives and employee participation in decision-making.

我們的目標是建立一個全球多元、平等和共融的公司文化，使每位員工都感到自在和支持。  
我們深信，這種文化將激發我們團隊的無限潛力，實現永續的公司願景。

Our goal is to establish a globally diverse, equitable, and inclusive company culture where every employee feels supported. We firmly believe that such a culture will unleash our team's potential, thereby realizing WNC's sustainable vision.

總經理暨執行長  
President & CEO

Handwritten signature of Jeffrey Gau in cursive script, positioned above a horizontal line.

日期 Date

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