

## 啓基科技多元、平等和共融宣言

啓基堅信多元、平等和共融是我們成功的「基」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。

### ■ 多元

啓基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，促進啓基的創造力。

### ■ 平等

啓基尊重差異，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基充分發揮自己的潛力。

### ■ 共融

啓基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。

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。



Jeffrey Gau  
總經理暨執行長  
2023 年 11 月

## WNC Statement on Diversity, Equity, and Inclusion

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.

### ■ **Diversity**

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

### ■ **Equity**

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.

### ■ **Inclusion**

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

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.



Jeffrey Gau  
President and CEO  
November 2023