



CINCON ELECTRONICS CO., LTD.

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幸康電子股份有限公司

多元、公平與共融宣言

Diversity, Equity, and Inclusion Declaration

幸康電子股份有限公司 (以下稱本公司) 鼓勵多元開放的職場文化，尊重每一位員工的獨特性。在招募員工時，以每個職位所需的專業能力作為選才的優先考量，保障工作權的平等，不因種族、膚色、國籍、族裔或民族血統、性別、婚姻狀況、年齡、殘疾、家庭狀況、性取向、政治信仰等因素而有差別待遇。

本公司致力於打造多元共融的工作環境，重視工作權之平等，透過多元的溝通管道，維持良好勞資溝通，並透過教育訓練機制，強化員工對多元共融概念的認知。

本公司相信，多元的員工組成將帶來不同的觀點及進步的契機，透過建立多元及包容的職場文化，有助於員工在工作上發揮所長，提出不同的思維，將成為企業成長的關鍵。

Cincon Electronics Co., Ltd. (hereinafter referred to as "the Company") encourages a diverse and inclusive culture, where the differences of every individual are respected. The Company bases its hiring decisions on required professional qualifications and skills, offering equal opportunities to all qualified candidates. Applicants are not treated differently based on factors including race, color, nationality, ethnicity, gender, marital status, age, disability, family status, sexual orientation, or political beliefs.

The Company takes employee rights and workplace equality seriously. Open communication with employees is maintained through multiple channels, and education and training programs are conducted to promote diversity and inclusion awareness internally.

A diverse team fosters different perspectives and drives innovation. The Company believes that embracing differences in the workplace encourages employees to reach their full potential, becoming a key driver of corporate growth.

Representative:

Jack Chen

Signature Date:

26/12/2023