

## 多元、公平與共融宣言

欣興電子致力於創造一個包容、多元與平等的環境，讓每位員工都能感受到尊重和價值。我們相信，每個人不因種族、膚色、國籍、族裔或民族血統、性別、婚姻狀況、年齡、身心障礙、家庭狀況、性取向、政治信仰等因素而有差別待遇，都應享有平等的機會和權利，並促使不同背景的員工皆能獲得均等的機會。

- **尊重多元**：我們尊重每個人的獨特性，並鼓勵多元文化的交流與理解。
- **公平就業**：我們致力於消除歧視和偏見，確保每個人都能公平地參與和貢獻。
- **推動共融**：我們創造一個包容的環境，讓每個人感受到歸屬感和支持，充分發揮其潛力。
- **性別平等**：我們致力於消除性別歧視，確保所有性別在各層面上都能享有同等的機會和待遇。
- **持續改進**：我們不斷檢視與改進，以確保多元公平與共融目標得以實踐。

我們相信，只有在多元、公平與共融的基礎上，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。



董事長

2024 年 10 月

## DECLARATION OF DIVERSITY, EQUITY AND INCLUSION (DEI)

Unimicron is committed to creating an inclusive, diversity and equal environment where every employee can feel respected and valued. Unimicron believe that everyone should have equal opportunities and rights, regardless of race, complexion, nationality, ethnic or national origin, gender, marital status, age, disability, family status, sexual orientation, political beliefs, etc., and promote equal opportunities for employees of all backgrounds.

- **Respect for diversity** : Unimicron respect the uniqueness of each individual and encourage multicultural exchange and understanding.
- **Fair Employment** : Unimicron is committed to eliminating discrimination and prejudice and ensuring that everyone can participate and contribute equitably °
- **Promote inclusion** : Unimicron create an inclusive environment where everyone feels a sense of belonging and support to reach their full potential.
- **Gender equality** : Unimicron is committed to the elimination of gender discrimination and to ensure that all genders have equal opportunities and treatment at all levels.
- **Continuous improvement** : Unimicron is constantly reviewing and improving to ensure that our diversity, equity and inclusion goals are being met.

Unimicron believe that only on the basis of diversity, fairness and inclusion, it will help employees to develop their strengths in their work and put forward different thinking, which will become the key to the growth of the enterprise.



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Chairman

October 2024