

# Chicony Power Technology Co., Ltd.

## Diversity, Equity, and Inclusion Policy

At Chicony Power, we believe that diversity, equity, and inclusion are proactive values crucial to the development, culture, and success of the company. We are committed to establishing a workplace free from discrimination, inclusive, and fair, ensuring that every employee can realize their full potential regardless of their gender, sexual orientation, race, religion, age, disability status, or other personal characteristics.

### Objectives and Principles

Our policy aims to ensure genuine equality and inclusion within the company, providing all employees with fair opportunities and treatment. We adhere to the following principles:

1. **Diversity:** Respecting and valuing all forms of diversity, welcoming employees from different backgrounds and identities.
2. **Equality:** Ensuring that every employee enjoys equal rights, opportunities, and treatment in the workplace.
3. **Inclusion:** Creating an inclusive work environment where every employee feels respected and accepted.
4. **Non-Discrimination:** Prohibiting all forms of discrimination and harassment, including but not limited to language, behavior, and actions.
5. **Pay Equality:** Ensuring equal pay for equal work, eliminating wage gaps based on gender, race, or other identity characteristics.
6. **Promotion Opportunity:** Establishing fair promotion opportunities, ensuring that all employees' career development is not influenced by their personal characteristics.

### Implementation Measures

#### Fair Recruitment and Selection Process:

- No discrimination exists in the recruitment and selection process. Applicants are evaluated based on their abilities and experiences rather than gender, race, or other identity characteristics.

#### Workplace Culture and Training:

- We conduct regular training to increase employees' awareness and understanding of equality and diversity.
- Establishing an open communication environment, encouraging employees to share ideas and experiences regarding equality and inclusion.

**Pay Equality and Benefits:**

- Ensuring that employees in the same position receive equal pay regardless of gender, race, or other identity characteristics.
- Providing flexible work arrangements to assist employees in balancing work and life demands.

**Promotion and Development:**

- Promotion opportunities are based on abilities, contributions, and performance rather than gender, race, or other identity characteristics.
- Ensuring transparency in the promotion process and providing support and training to help potential employees achieve their career goals.

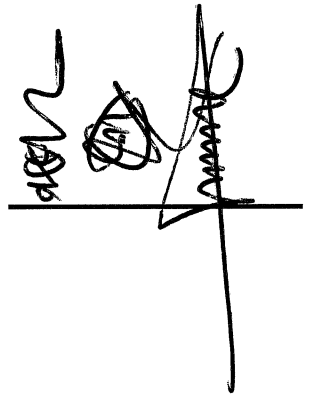
**Reporting and Handling:**

- Employees can report any form of discrimination or harassment, and we will take it seriously and respond promptly.

**Conclusion**

This Diversity, Equity, and Inclusion Policy will serve as our company's guiding principles for promoting diversity, equality and inclusion. We will continuously strive to ensure that every employee works in a fair, inclusive, and respectful environment, achieving mutual growth for individuals and the company.

**President :**

A handwritten signature in black ink, appearing to be 'J. Smith', is written over a horizontal line. The signature is stylized with a large 'J' and a long vertical stroke extending downwards.