

Diversity, Equity and Inclusion Policy

1. Purpose

- (1) CINCON Electronics, Inc. (the “Company”) is committed to fostering a diverse, equitable, respectful, and inclusive working environment that recognizes the uniqueness and differences of every employee and provides equal employment and development opportunities.
- (2) The Company believes that a diverse workforce brings different perspectives, experiences, and innovative ideas. By fostering an equitable and inclusive workplace culture, we enable employees to fully utilize their expertise and potential, thereby contributing to organizational innovation, business growth, and sustainable development.

2. Our Commitments

(1) **Respect for Diversity and Individual Differences**

The Company respects differences in employees' backgrounds, experiences, perspectives, and individual characteristics and is committed to fostering a workplace culture based on mutual respect, open communication, and inclusion of diverse perspectives.

(2) **Equal Employment Opportunity and Non-Discrimination**

The Company provides equal employment opportunities. Recruitment, employment, compensation, training, performance evaluation, promotion, and other employment-related decisions are based on legitimate factors such as job requirements, professional qualifications, job performance, and other relevant considerations. The Company prohibits unfair treatment or discrimination based on race, color, nationality, ethnicity or national origin, gender, marital status, age, disability, family status, sexual orientation, political beliefs, or any other status protected by applicable law.

(3) **Equitable Development Opportunities**

The Company is committed to providing equitable employment and career development opportunities, enabling employees to receive appropriate training, development, and advancement opportunities based on their professional capabilities, performance, and potential.

(4) **An Inclusive and Respectful Workplace**

The Company encourages employees to respect differences in backgrounds, perspectives, and working styles and promotes teamwork and mutual understanding. All forms of discrimination, harassment, bullying, humiliation, or other disrespectful conduct are prohibited.

(5) **Diverse Communication Channels**

The Company maintains appropriate and accessible internal communication channels, encourages employees to express their views and provide suggestions, and continuously promotes constructive labor-management communication and mutual trust.

(6) **Training and Awareness**

Through training, internal communications, and appropriate management measures, the Company continuously enhances employees' awareness and understanding of diversity, equity, inclusion, and non-discrimination and integrates these principles into daily work and management practices.

3. Continuous Improvement

The Company will continuously review its diversity, equity, and inclusion policies and management practices and make appropriate adjustments in response to applicable laws and regulations, business needs, and workplace developments. We are committed to fostering a working environment that respects differences, provides equitable opportunities, and promotes inclusion.