TECO DECLARATION OF DIVERSITY, EQUITY AND INCLUSION (DEI)

ver. 2

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TECO firmly believes that the values of "Diversity, Equity, and Inclusion" are important pillars in shaping a sound workplace culture, which enables employees from diverse backgrounds to have equal opportunities and create a fearless workplace that tolerates differences.

We strictly abide by the laws and regulations and do not discriminate on the basis of race, class, language, thought, religion, political affiliation, place of origin, place of birth, gender, sexual orientation, age, marriage, appearance, facial features, physical or mental disabilities, zodiac signs, blood type or previous union membership and so on, no matter in hiring or promotion.

At the same time, through education and conceptual guidance, we deepen employees' understanding and practice of Diversity, Equity, and Inclusion. This creates a positive organizational culture, starting from individual attitudes and extending to team dynamics. Furthermore, by providing smooth and safe communication and grievance venues, we ensure that every employee feels psychologically safe and respected.

In recent years, TECO has consistently earned accolades in prominent domestic and global sustainability evaluations. We will continue to implement our sustainable development goals, and strengthen the promotion of DEI's core value proposition at the Social and Governance scopes, hoping to gain wider recognition and respect in society.



Chairman