

東元電機股份有限公司

多元、公平、共融 (DEI) 職場宣言

版本 1

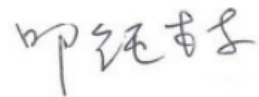
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東元電機深信多元(DIVERSITY)、公平(EQUITY)、共融(INCLUSION)」的價值觀是塑造健全職場文化的重要支柱，促使不同背景的員工皆能獲得均等的機會，打造一個容許差異、無懼的職場環境。

我們嚴格遵守法令規定，無論在聘用或晉升上，不以種族、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、容貌、五官、身心障礙、星座、血型或以往工會會員身分為由，予以歧視。

同時透過教育與觀念的引導，深化員工對多元、公平與共融的理解與實踐，從個人發酵至團隊氛圍擴散，形成良好的組織氣候。並透過提供順暢且安全的溝通與申訴管道，確保每位員工在心理上感到安全與被尊重。

十年來東元電機連續獲得台灣企業永續獎，這是對我們持續深耕與落實 ESG 理念的肯定。我們將持續努力實踐企業永續發展目標，並在社會與公司治理層面加強推廣 DEI 多元共融的核心價值主張，期盼在社會中得到更廣泛的認同與推崇。



東元電機董事長

TECO DECLARATION OF DIVERSITY, EQUITY AND INCLUSION (DEI)

ver. 1

2024.4.30

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.

TECO has won the Taiwan Corporate Sustainability Awards for ten consecutive years, which is an affirmation of our continuous efforts in advancing ESG initiatives. 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.

A handwritten signature in blue ink, appearing to read "Sydney Lin".

Chairman