



**GlobalWafers Co., Ltd.**  
**環球晶圓股份有限公司**

## Diversity, Equity and Inclusion

GlobalWafers' sites are located across Europe, America, and Asia, and are deeply rooted in a global perspective that supports the values of Diversity, Equity, and Inclusion. We are committed to creating a work environment that respects differences, promotes equality, and inspires innovation. We value the unique backgrounds, experiences, and perspectives of each employee, recognizing them as key resources for our global business growth.

We strictly comply with local laws and regulations in every country, ensuring that regardless of gender, race, nationality, age, marital status, language, ideology, religion, culture, political affiliation, sexual orientation, hierarchy, or physical and mental abilities, everyone feels respected and included here. We believe that by embracing diverse strengths from around the world, we can continually enhance our competitiveness and better serve and give back to our customers and society.

At GlobalWafers, PEOPLE is one of our core values. Through continuous improvement of our policies and practices, we ensure that all employees have equal opportunities to participate in company affairs and develop their careers. By putting people first, starting with goodwill, we actively promote the well-being of employees, customers, shareholders, communities, and other stakeholders. We are committed to making diversity, equity, and inclusion long-term goals of our sustainable business operations, laying a solid foundation for every step we take into the future.

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Doris Hsu  
Chairperson and CEO  
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