



茂德科技股份有限公司
ProMOS TECHNOLOGIES, INC.

多元、公平與共融宣言

我們，茂德科技股份有限公司，承諾致力於建立一個多元、公平與共融的環境。我們相信，豐富的多樣性不僅是我們創新與成功的基石，也是促進社會進步的力量。

1. 尊重與包容

我們尊重每位員工的獨特背景與經驗，無論其性別、種族、年齡、性取向、宗教或任何其他身份特徵。我們鼓勵不同觀點的交流與合作，以促進創新思維。

2. 公平機會

我們致力於提供公平的招聘、晉升及培訓機會，消除一切形式的歧視與偏見。我們相信，讓所有人才都能發揮潛力，將驅動整個產業的進步。

3. 積極參與與支持

我們鼓勵員工積極參與多元與共融的相關活動，並支持各類社群與組織。我們將提供資源，幫助建立更加公平與共融的工作環境。

4. 持續改進

我們承諾定期檢視並改進我們的政策與實踐，確保其有效性與適應性。我們會主動尋求反饋，並根據需求調整我們的策略。

5. 社會責任

我們將在業務運營中考量社會影響，推動可持續發展與社會正義。作為行業領導者，我們承擔起責任，影響並啟發更廣泛的社會變革。

我們相信，通過共同努力，我們將建立一個更加多元、公平與共融的產業環境，促進創新與成長，並為所有人創造美好的未來。

陳民良
董事長兼總經理
2024 年 10 月

Diversity, Equity, and Inclusion

We, ProMOS Technologies Inc., commit to fostering a diverse, equitable, and inclusive environment. We believe that rich diversity is not only the foundation of our innovation and success but also a powerful force for social progress.

1. Respect and Inclusion

We respect the unique backgrounds and experiences of every employee, regardless of gender, race, age, sexual orientation, religion, or any other characteristic. We encourage the exchange and collaboration of diverse perspectives to foster innovative thinking.

2. Equal Opportunity

We are dedicated to providing fair recruitment, promotion, and training opportunities, eliminating all forms of discrimination and bias. We believe that enabling all talents to reach their potential will drive the progress of the entire industry.

3. Active Participation and Support

We encourage employees to actively engage in diversity and inclusion-related activities and support various communities and organizations. We will provide resources to help establish a fairer and more inclusive work environment.

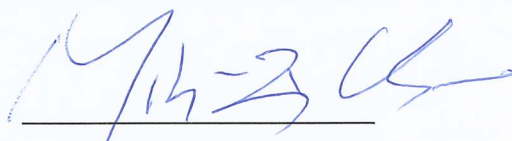
4. Continuous Improvement

We commit to regularly reviewing and improving our policies and practices to ensure their effectiveness and adaptability. We will proactively seek feedback and adjust our strategies based on needs.

5. Social Responsibility

We will consider social impacts in our business operations, promoting sustainable development and social justice. As industry leaders, we take on the responsibility to influence and inspire broader social change.

We believe that through our collective efforts, we will create a more diverse, equitable, and inclusive industry environment, fostering innovation and growth while creating a better future for all.



Min-Liang Chen
Chairman and President
October, 2024