

HONG TAI ELECTRIC INDUSTRIAL CO., LTD

Equity, Diversity & Inclusion Declaration

Founded in 1968, Hong Tai Electric has been a trusted participant in the wire and cable industry for more than half a century. Guided by our management philosophy of **Integrity, Diligence, Innovation, and Excellence**, we strive to be a leading provider of electric power transmission products and services.

We believe that **people are the foundation of sustainable business success**. By embracing colleagues with diverse backgrounds, perspectives, and experiences, we foster continuous innovation and ensure safe, sustainable growth. We are committed to building a workplace that respects differences, promotes fairness, and embraces diversity, enabling every colleague to realize their full potential as we work together toward a safer, greener, more inclusive, and sustainable future.

Equity:

We are committed to ensuring that all colleagues are treated fairly in every aspect of employment, including recruitment, hiring, compensation and benefits, learning and development, performance evaluation, and promotion opportunities. Employment decisions are made without discrimination based on any personal background or characteristic.

Diversity:

We value and embrace colleagues from diverse backgrounds. Regardless of gender, age, ethnicity, nationality, religion, physical or mental condition, disability, or sexual orientation, every individual is treated with dignity, fairness, and respect.

We are also committed to fostering an equitable and inclusive workplace for Indigenous peoples, persons with disabilities, and other underrepresented groups.

Inclusion:

We provide open channels for communication and grievance reporting while fostering an inclusive workplace culture where every colleague's voice is heard, valued, and respected.

We also expect our suppliers and business partners to uphold internationally recognized human rights, prohibit forced labor and child labor, and work together with us to create a safe, respectful, and inclusive working environment.

Hong Tai Electric is committed to embedding the principles of **Equity, Diversity, and Inclusion (EDI)** into our corporate culture and business strategy. Together with our employees, suppliers, customers, and business partners, we strive to create long-term value and contribute to sustainable development for all stakeholders.



Chairman Chen Shi-Yi

July 2026