



Declaration of Equity, Diversity and Inclusion

Qisda believes that equity, diversity and inclusion are the cornerstones of sustainable development and innovation within an organization, and that the backgrounds, perspectives and experiences of each and every employee are important assets to our success. Therefore, we are committed to creating a work environment that respects differences, promotes equity, and embraces diversity to ensure that every employee can thrive in a equitable and inclusive environment and build a deep sense of belonging.

Equity:

We are committed to eliminating all forms of inequitable barriers and ensuring that every employee receives a equitable opportunity for career development, including recruitment, compensation, advancement, and learning.

Diversity:

We encourage and embrace employees from diverse backgrounds and experiences, with equal respect for gender, race, age, sexual orientation, religion, culture, impairment status, nationality, political affiliation or economic background.

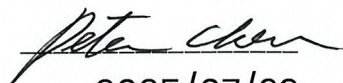
Inclusion:

We advocate and emphasize an open culture of communication, encouraging employees to express their diverse opinions, ensuring that everyone feels respected, accepted, and valued in the workplace.

Qisda is committed to promoting equity, diversity, and inclusion as the core values of our corporate culture and operation strategy, and expects all employees and partners to participate in realizing the long-term goals of equity, inclusion, and sustainable values.

Chairman & CEO

Peter Chen


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