

## **WNC Statement on Diversity, Equity, and Inclusion**

WNC believes that Diversity, Equity, and Inclusion (DEI) are the cornerstones of our success. We are committed to social responsibility, striving to create people-centric workplaces worldwide.

### ■ **Diversity**

We embrace each employee's uniqueness and actively seek talent from diverse backgrounds to enhance creativity and perspectives.

### ■ **Equity**

We respect differences, ensuring that every employee, regardless of their religion, race, nationality, age, gender, sexual orientation, political stance, or other personal characteristics, enjoys equal opportunities. We provide fair chances for individuals with disabilities and minority groups to maximize their potential.

### ■ **Inclusion**

We foster an open, supportive culture that promotes innovation and efficient collaboration through diverse perspectives and employee participation in decision-making.

Our goal is to establish a globally diverse, equitable, and inclusive company culture where every employee feels supported. We firmly believe that such a culture will unleash our team's potential, thereby realizing WNC's sustainable vision.



Jeffrey Gau  
President and CEO  
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