



The Advanced ASIC Leader

GUC Diversity, Equity and Inclusion (DEI) Policy

GUC firmly believes in the value of a diverse workforce. Only by allowing future IC Design talents to develop in an inclusive fashion can we truly unlock the full potential of talented individuals all around the world. GUC respects differences, regardless of the employee's race, class, language, thought, religion, political orientation, place of birth, gender (biological sex and gender identity) sexual orientation, age, marriage, appearance, facial features, physical and mental disabilities, horoscope, blood type or past trade union membership, the hire, training and development, assessment, promotion, rewards and other management systems process should not be affected by any of the above.

GUC is committed to equally hiring qualified individuals with disabilities or are from vulnerable communities, and to establish a diverse environment where GUC members can feel comfortable and included.

In order to ensure that all qualified persons have the opportunity to develop in GUC, we recruit staff through open recruitment channels.

In addition, GUC believes the workforce should reflect social conditions. Diversity among our management and employees gives us an advantage for it enables the Company to better understand all segments of society and the marketplace, further allowing us to better address their needs and demands.

A handwritten signature in black ink that reads 'Sean Tai'.

Sean Tai
President