

Board Diversity Policy and Implementation

Policy and Objectives

The Board of Directors of the Company is responsible for providing strategic guidance, supervising management, and being accountable to the Company and its shareholders. The Company's corporate governance framework and related arrangements ensure that the Board exercises its powers in accordance with applicable laws and regulations, the Articles of Incorporation, and resolutions adopted by the Shareholders' Meeting.

The composition of the Board of Directors shall be determined based on the Company's operational scale, development needs, and shareholding structure of major shareholders. The Board shall consist of no fewer than five directors, with an appropriate number of seats determined according to practical operational requirements.

The composition of the Board shall take diversity into consideration. Directors who concurrently serve as managerial officers of the Company shall not exceed one-third of the total number of board seats. In addition, the Company establishes appropriate diversity policies based on its operational needs and development strategies. Diversity considerations include, but are not limited to, the following two aspects:

1. Basic Conditions and Values

- Gender
- Age
- Nationality
- Cultural background

2. Professional Knowledge and Skills

- Professional background (such as legal, accounting, industry, finance, marketing, or technology)
- Professional skills
- Industry experience

Members of the Board are expected to possess the knowledge, skills, and professional qualities necessary to perform their duties. To achieve sound corporate governance, the Board as a whole should possess the following capabilities:

1. Rational judgment
2. Accounting and financial analysis
3. Business and management capability
4. Crisis management capability
5. Industry knowledge

6. International market perspective
7. Leadership
8. Decision-making ability

Implementation

The 7th Board of Directors consists of 9 directors, including 4 independent directors and 5 non-independent directors. The independent directors currently possess professional expertise in areas including finance, business, and management.

The Company places importance on gender diversity in the composition of the Board. Currently, the Board comprises 8 male directors (89%) and 1 female director (11%). The Company will continue to promote gender diversity and endeavor to increase the proportion of female directors in the future.

Board Diversity Implementation (7th Board of Directors)

Title Name	Nationality	Gender	Employee Director	Age			Independent Director Tenure		Management	Leadership	Industry Knowledge	Finance & Accounting	Crisis Management
				5-6	6-7	7-8	Within 3 terms	Over 3 terms					
Tsen g o- Yi	R.O.C	Male	✓	✓					✓	✓	✓	✓	✓
Chu ang o- Yuan	R.O.C	Female		✓					✓	✓	✓	✓	✓
Cha ng o- Che	R.O.C	Male		✓					✓	✓	✓		✓

ng													
Hua ng o- Kai	R.O.C	Mal e		✓					✓	✓	✓		
Chia ng o- Chin g	R.O.C	Mal e		✓			✓		✓	✓	✓		✓
Che ng o- Chie h	R.O.C	Mal e		✓				✓	✓	✓	✓	✓	✓
Wu o- Sung	R.O.C	Mal e			✓		✓		✓	✓		✓	✓
Che n o- Chie h	R.O.C	Mal e				✓	✓		✓	✓		✓	
Hsu o- Che n	R.O.C	Mal e		✓			✓		✓	✓	✓	✓	