

Diversity of Board of Directors:

(1) Diversity of Board of Directors :

A. The status of the board diversity policy and the specific goals

Based on the policy of diversification and strengthening of corporate governance in order to promote the sound development of the Company's board composition and structure, the nomination of candidates for directors of the Company shall be adopted the candidate nomination system in accordance with the provisions of the company's Articles of Incorporation. Each candidate's academic qualifications, work experience, professional background, integrity or relevant professional qualifications, and others are evaluated and considered. After the Board of Directors passed the resolution, the proposed nominees will be submitted to the shareholders meeting for election.

With regard to the board composition, In addition, the company has, based on its own operations, operational patterns and developmental needs, formulated appropriate diversification policies including but not limited to the following:

(a) Basic conditions and value: gender, age, nationality and culture.

(b) Professional knowledge and skills: operational judgment capability, accounting and financial analysis capability, business management capability, risk management capability, industry knowledge, international market outlook, leadership capability, and decision-making capability.

B. The board of director of the company consists of nine directors. The implementation status of the board diversity policy and the specific goals is as follows:

(a) The board of director of the company consists of nine directors, of which 3 are independent director and 4 director as company executive(employee).More than half of the board seats are not as employee ; One of the independent directors has accounting or financial expertise ; The independent directors shall not hold office for more than 3 terms. All of them meet the diversity policy and the specific goals of the company.

(b) The member of board of directors of the company with diversified background the experience including the professions of semi-conductor and the electronics industry, finance and accounting and strategic management. Except the basic requirement and the professions knowledge and skills, with the operation various functional committees, the experiences of the directors may contribute themselves with monitoring and decisions of Corporate Governance, Environmental Sustainability, Corporate Social Responsibilities, Law Compliance and etc.

Diversity management objectives	Achievement status
In accordance with Article 19 of the company's "Articles of Incorporation": The number of appointed directors shall have no less than three independent directors and the same shall not be less than one fifth of the total number of directors of the Company.	Done
The independent directors shall not hold office for more than 3 terms.	Done
Adequate and diverse professional knowledge and skills	Done

C. The implementation status of the board diversity policy is as follows:

Code of diversify Name	Basic Requirements										Professional knowledge and capabilities									
	Title	Nationality	Gender	Age			Years as director			Tenure and seniority of independent directors (less than 9 years)	Employee	operational judgment capability	business management capability	accounting and financial analysis capability	risk management capability	industry knowledge	international market outlook	decision-making capability		
				51-60	61-70	71-80	Under 3 years	3 to 9 years	Over 9 years											
Shu-Chyuan Yeh	Director	R.O.C.	Male		√					√		√	√		√	√	√	√		
Tse-Sung Tsai			Male	√			√				√	√	√		√	√	√	√	√	
Sheunn-Ching Yang			Male		√					√		√	√		√	√	√	√	√	√
Ming-Te Tu			Male	√			√				√	√	√		√	√	√	√	√	√
Shu-Hsun Yeh			Male	√					√			√	√		√	√	√	√	√	√
Pin-Wen Fang			Male			√	√					√	√		√	√	√	√	√	√
Feng-Hsien Shih			Male		√				√		√	√	√		√	√	√	√	√	√
Pin-Chi Wei			Male	√					√			√	√	√	√	√	√	√	√	√
Wan-Ping Chen			Male		√				√		√	√	√	√	√	√	√	√	√	√
Independent Director																				

(2) Independence of the board of directors:

The current board of directors of the company consists of nine directors with different professional backgrounds.

- A. Consists of 3 are independent director (33% of all directors) · each independent director concurrently does not serve as an independent director for more than 3 listed companies. As of 2021.12.31,all independent directors meet the restriction of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies for other mandates.
- B. Consists 3 of the directors are served as the managers of the company , as well as the directors are more than half of the board seats are not company executive.
- C. Each director confirms that all of them meet the independence requirements. and none of the circumstances prescribed in paragraph 3 and paragraph 4, Article 26-3 of the Securities Exchange Act exist among the directors and independent directors.
- D. The Board of Directors of the Company is independent (Please refer to page 11-14 of this Annual Report – 3.2.1.2 Disclosure of information on professional qualifications of directors and independence of independent directors) ·
The Experience(Education), Gender and Work Experience(Please refer to page 9-10 of this Annual Report – 3.2.1.1 Information of directors.