

Diversity and independent of Board of Directors:

(1) Diversity of Board of Directors :

The diversity guidelines and concrete management goals for members of the Board have been set forth in the “Corporate Governance Best Practice Principles” formulated by the company. The composition of the Board takes into account gender, age, nationality and culture, professional knowledge and industry experience as multiple complementarities. The company aims to have at least three independent directors and not less than one-third of the total number of directors.

The 20th board of directors was elected in the annual shareholders’ meeting on June, 10, 2022. The tenure of a board director is 3 years. Currently, all board members represent diverse range of professional backgrounds, skills, and experience. The implementation status of the board diversity policy is as follows.

| Title | Chairman | Director | | | | | Independent Director | | |
|--------------------------------------|----------------|---------------|-------------------|------------------------|-------------------------|---------------------------|------------------------|-------------------------------------|-------------------------|
| Name | Shu-Chyuan Yeh | Tse-Sung Tsai | Sheunn-Ching Yang | Ming-Te Tu | Shu-Hsun Yeh | Pin-Wen Fang | Feng-Hsien Shih | Pin- Chi Wei | Wan-Ping Chen |
| Nationality | R.O.C. | R.O.C. | R.O.C. | R.O.C. | R.O.C. | R.O.C. | R.O.C. | R.O.C. | R.O.C. |
| Gender | Male | Male | Male | Male | Male | Male | Male | Male | Male |
| Age | 61-70 | 61-70 | 71-80 | 51-60 | 51-60 | 71-80 | 61-70 | 61-70 | 71-80 |
| Employed by the company | √ | √ | | √ | | | | | |
| Professional Background | Psychology | Physics | Physics | Information Technology | Business Administration | Industrial Administration | Electrical Engineering | Finance and Business Administration | Business Administration |
| Skills and Experience | | | | | | | | | |
| Operational Judgement-Making Ability | √ | √ | √ | √ | √ | √ | √ | √ | √ |
| Business Management Ability | √ | √ | √ | √ | √ | √ | √ | √ | √ |
| Financial | | | | | | | | √ | √ |
| Risk/Crisis Management | √ | √ | √ | √ | √ | √ | √ | √ | √ |
| Industry Experience | √ | √ | √ | √ | √ | √ | √ | √ | √ |
| Global Market Perspective | √ | √ | √ | √ | √ | √ | √ | √ | √ |
| Leadership Skill | √ | √ | √ | √ | √ | √ | √ | √ | √ |
| Strategic Decision-making | √ | √ | √ | √ | √ | √ | √ | √ | √ |

Composition of Board members :

| Independent | Age distribution of directors | | The proportion of directors with employee status |
|--------------------------------------|-------------------------------|----------------|--|
| Directors 67% (6persons) | 51~60yrs | 22% (2persons) | 33% (3persons) |
| Independent directors 33% (3persons) | 61~70yrs | 45% (4persons) | |
| | 71~80yrs | 33% (3persons) | |

(2) Independence of Board of Directors:

The company’s Chief Corporate Governance Officer evaluates the independence and competency of Independent Directors and reports to the Board. The recent year’s evaluation result was reported to Board on NOV.06, 2024. Currently, all independent directors meet the regulations of the Securities and Futures Bureau of the Financial Supervisory Commission for independent directors, and there is no marital or is within the second degree of kinship relationship between or among the Directors. Therefore, complies with the circumstances prescribed in paragraph 3 and paragraph 4, Article 26-3 of the Securities Exchange Act. As such, the Board of the company carries independence.