

## 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 one female director and no less than three independent directors while they shall not be less than one third of the total number of directors. The composition of the Board of Directors members meets that objective.

The 21th board of directors was elected in the annual shareholders’ meeting on May, 29, 2025. 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	Pin-Wen Fang	Pin-Chi Wei	Te-Tung Yeh	Shun-Te Wen	Yu-Hsien Lee	Kuei-Yuan Wang
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	Female	Male	Male	Male
Age	71-80	61-70	71-80	71-80	61-70	31-40	71-80	41-50	51-60
Independent directors' tenure							Less than 3 years	Less than 3 years	Less than 3 years
Employed by the company	√	√							
Professional Background	Psychology	Physics	Physics	Industrial Administration	Finance and Business Administration	Psychology	Finance and Business Administration	Electrophysics	Finance and 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	Gender ratio
Directors 67% (6persons)	31~40yrs 11% (1person)	22% (2persons)	Male: 89% (8persons) Female 11% (1person)
Independent directors 33% (3persons)	41~50yrs 11% (1person)		
	51~60yrs 11% (1person)		
	61~70yrs 11% (2persons)		
	71~80yrs 45% (4persons)		

The Board of the Company is currently composed of 9 directors, one of whom is female (accounting for 11%). Due to the Company operates in the semiconductor industry, which traditionally has a predominantly male workforce, this still falls short of one-third of the board seats. The Company remains committed to merit-based selection and will actively seek qualified female candidates for future board positions.

**(2) Independence of the 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.05, 2025. Currently, all Independent Directors satisfy the regulations of the Securities and Futures Bureau of the Financial Supervisory Commission for independent directors, and there are 2 directors who are within the second degree of kinship relationship of the company. 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.