

Board Diversity and Independence:

Board Diversity:

The Company's current Board of Directors consists of 9 directors, including 3 independent directors. Each of them is specialized in professional sectors including law, finance and accounting, industrial knowledge, leadership and decision-making, and business administration, etc.

- 22% of directors are employees of the Company. The number of independent directors accounts for 33% of the Board members,
- where 11% are female and 89% are male.
- There is one independent director who has less than 3 years of experience serving as an independent director, and the remaining two independent directors have more than 9 years of relevant experience.
- Three directors are in the age range of 61-70 years old and six directors are in the range of 51-60 years old.

Status of the policy of diversity for the formation of our Board of Directors:

Core Items Under Diversity Members of the Board of Directors	Nationality	Gender	Concurrently Serves as an Employee of the Company	Years of Experience Serving as an Independent Director			Age		Corporate management	Leadership and decision-making	Industry knowledge	Finance and accounting	Legal matters
				Less than 3 years	3-9 years	More than 9 years	51-60 years old	61-70 years old					
				Ko, Chang-Lin	R.O.C.	Male							
Steve Chen	R.O.C.	Male	✓				✓	✓	✓	✓			
Scott Kuo	R.O.C.	Male	✓				✓	✓	✓	✓			
Liu Fang-Sheng	R.O.C.	Male					✓	✓	✓	✓			
Tsai Chang-Shou	R.O.C.	Male					✓	✓	✓	✓	✓		
Li Tu-Cheng	R.O.C.	Male					✓	✓	✓	✓			
Hsu Mei-Fang	R.O.C.	Female			✓	✓		✓	✓	✓	✓		
Kao Chin-Cheng	R.O.C.	Male			✓	✓		✓	✓	✓		✓	
Liao Da-Ying	R.O.C.	Male		✓			✓	✓	✓	✓		✓	

Specific Goals and Implementation Status of Board Diversity Policy:

Specific Goals	Implementation Status
Directors concurrently serving as company officers shall not exceed one-third of the total number of the Board members.	Achieved
There shall be at least one female Board member.	Achieved
Adequate and diverse professional knowledge and skills.	Achieved