

(1) The Company's current Board of Directors consists of 9 directors, and the specific management objectives and achievements of the Board's diversity policy are as follows:

Management Objectives	Achievement
Independent directorships exceed one-third of the board seats	Achieved
The number of directors who are also managers of the Company shall not exceed one-third of the number of directors.	Achieved
Independent directors have not served more than 3 terms	Achieved
At least one female member of the Board of Directors	Achieved

(2) The implementation of the Board of Directors' diversity policy is as follows:

Core items of diversity		Name and Title	Nationality	Gender	Concurrent role as company employee	Age			Professional background				Professional knowledge and skills						
						aged 30~40	aged 51~60	aged 61~70	Accounting	Industry	Finance	Legal	Operational judgment skill	Operational management skills	Leadership and decision making skills	Crisis management skills	Knowledge of the industry	International market perspective	
Director	Ching-Yuan Wu	Male	✓			✓			✓				✓	✓	✓	✓	✓	✓	✓
	Li-Chu Wu	Female			✓				✓				✓	✓	✓	✓	✓	✓	✓
	Li-Hsi Chiang	Male			✓				✓				✓	✓	✓	✓	✓	✓	✓
	Ren-Hao Tien	Male	✓	✓					✓				✓	✓	✓	✓	✓	✓	✓
	Yu-Chang Huang	Male			✓				✓				✓	✓	✓	✓	✓	✓	✓
	Te-Ching Chang	Male			✓				✓				✓	✓	✓	✓	✓	✓	✓
Independent Director	Chung-Chuan Shih	Male			✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Chen Chiang	Male			✓				✓			✓	✓	✓	✓	✓	✓	✓	✓
	Chih-Hung Hsieh	Male				✓			✓			✓	✓	✓	✓	✓	✓	✓	✓