

(1)The Company's current Board of Directors consists of 11 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		Concurrent Role as the Employee (Note) Gender		Age			Professional Background				Professional Skills							
Diversity Name and Title		Nationality		Aged 30~40	Aged 51~60	Aged 61~70	Accounting	Industry	Finance	Law	Operational judgment	Accounting and financial analysis skills	Operational management skills	Crisis management skills	Industry knowledge	International market perspective.	Leadership skills	Decision making skills.	
	Ching-Yuan Wu	Republic of China	Male	✓			✓		√			✓	√	√	✓	✓	√	✓	✓
	Li-Chu Wu		Female			✓			✓			✓	✓	✓	✓	✓	✓	✓	✓
Director	Li-Hsi Chiang		Male			✓			✓			\	✓	√	>	\	✓	>	✓
	Yi-Cheng Wu		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				✓		√		✓	✓	√	√	✓	✓	√	✓	✓
	Fu-Wei Chen		Male				✓	✓	✓	✓		✓	✓	✓	1	✓	✓	✓	✓

Note: The number of directors of the Company who are concurrently employees of the Company, its parent, subsidiary, or sibling company is less than (inclusive of) one-third of the board seats.