

(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
At least one-third of the independent directors have expertise in law and finance and accounting.	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 the Employee (Note)	Age				Professional Background				Professional Skills							
						Aged 31~40	Aged 41~50	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.
Director	Ching-Yuan Wu	Republic of China	Male	✓				✓		✓				✓	✓	✓	✓	✓	✓	✓	
	Li-Chu Wu		Female				✓			✓				✓	✓	✓	✓	✓	✓	✓	
	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						✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	

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.
- The Company's Board of Directors consists of only one female director (accounting for 9.09% of the Board). In the future, the Company will take gender equality into account and increase the number of female members on the Board.