

(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	Age	Professional Background	Professional Skills									
				Decision making skills.	Leadership skills	International market perspective.	Industry knowledge	Crisis management skills	Operational management skills	Accounting and financial analysis skills	Operational judgment		
Director	Republic of China	Law	Finance	Industry	Accounting	Law	Finance	Industry	Accounting	Law	Finance	Industry	Accounting
		Ching-Yuan Wu	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				✓	✓		✓	✓	✓	✓
		Chung-Chuan Shih	Male			✓		✓	✓	✓	✓	✓	✓
		Chen Chiang	Male			✓		✓		✓	✓	✓	✓
Independent Director		Chih-Hung Hsieh	Male			✓		✓		✓	✓	✓	✓
		Fu-Wei Chen	Male			✓	✓	✓	✓	✓	✓	✓	✓

Note:

1. 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.
2. 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.