

Implementation of Diversity Policies

✦ Board's Professionalism, Independence, and Diversity

According to Article 20 of the Company's "Corporate Governance Code of Conduct," members of the board of directors are required to possess the knowledge, skills, and characters needed to perform their duties.

For ideal corporate governance, the board of directors as a whole shall possess the following capacities:

1. Operational judgment.
2. Accounting and financial analysis.
3. Business administration.
4. Crisis management.
5. Industry knowledge.
6. Global market vision.
7. Leadership.
8. Decision making.

Furthermore, director candidates are selected according to the diversity guidelines while taking into consideration the Company's business model and specific requirements, including but not limited to gender, age, ethnicity, language, cultural background, education, industry experience, and professional experience.

The board of directors has been structured based on the Company's size and major shareholders' shareholding position. It is stated in the Articles of Incorporation that there should be seven to eleven director seats, adjustable depending on the Company's practical requirements.

Composition of the board members should consider diversity in a manner that supports the Company's operations, business activities, and growth requirements, provided that the number of directors who concurrently hold managerial positions does not exceed one-third of the board. The diversification policy should include, without being limited to, the following two principles:

1. Background and values: Gender, age, nationality, culture etc.
2. Knowledge and skills: Professional background (e.g. law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

✦ Current Implementation Status

The Company's Articles of Incorporation stipulate the adoption of a candidate nomination system for the election of directors, in accordance with Articles 30 and 192-1 of the Company Act. Regarding the board structure, considering the scale of the Company's business development and the shareholding situation of its major shareholders, and taking into account practical operational needs, the Articles of Incorporation set the appropriate number of directors to be between seven and eleven. The current board of directors consists of 10 members (including 3 independent directors). The overall composition of the board takes into account gender, age, professional knowledge, and backgrounds, with members possessing extensive experience and expertise in areas such as management, leadership decision-making, industry knowledge, finance and accounting, and marketing. The Company places emphasis on the financial and accounting expertise of board members, with a target of having more than 30% of the board with such expertise. Currently, among the 10 directors, 5 have accounting professional backgrounds and experience, achieving 50%. The Company also places importance on gender equality in the board composition, with a target of having female directors account for more than 20%. Currently, among the 10 directors, 2 are female, representing 20% of the board. The related implementation status is as follows:

✦ Implementation of the Diversity Policy for Board Members

Director Name / Diversity Criteria	Basic Composition								Operational Management	Leadership & Decision-Making	Industry Knowledge	Financial Accounting	Marketing	Executives, Directors, or Supervisors Who are Spouses or within Two Degrees of Kinship		
	Gender	Concurrent Employees at the Company	Age Distribution				Independent Director							Title	Name	Relation
			41-50	51-60	61-70	71-80	4-6 years	7-9 years								
Chairman Chung-Yi Wu	Male				V				V	V	V		V	Director Director	Yu-Mei Wu Yen-Hsing Wu	Brother and sister Father and son
Director Chung-Ming Wu	Male	V			V				V	V	V		V			
Director Kuan-Hsing Wu	Male	V	V						V	V	V					
Director Jui-Chang Lin	Male					V			V	V	V	V	V			
Director Hung-Wuu Li	Male				V				V	V	V		V			
Director Yu-Mei Wu	Female				V				V	V	V	V		Chairman	Chung-Yi Wu	Brother and sister
Director Yen-Hsing Wu	Male		V						V	V	V			Chairman	Chung-Yi Wu	Father and son
Independent Director Chia-Chi Kuo	Female			V				V	V	V		V				
Independent Director Yi-Min Lin	Male			V			V		V	V		V				
Independent Director Cheng-Shong Hong	Male				V		V					V				