

Board Diversity Policy

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:

1. Ability to make operational judgment
2. Ability to perform accounting and financial analysis
3. Ability to conduct management administration
4. Ability to conduct crisis management
5. Knowledge of the industry
6. An international market perspective
7. Ability to leadership decision

The Company will consider the diversity of the Board Members in multiple aspects when electing the Board Members, and formulate appropriate diversification policies for the Company's operation and development needs. The Company has elected 7 directors who have R.O.C. nationality, including 1 director with employee status, account for 14%; 3 independent directors, account for 43%, and 2 independent directors have a tenure of less than 9 years. According to the age distribution range of directors, 3 directors are between 55-65 years old and 4 directors are between 65-75 years old.

The Company's Board of Directors consists of 7 directors, all of the directors hold abundant industrial experience, including Lu, Ching-Chung, Tseng, Kuo-Hua, Huang, Yueh-Chao, Tsai, Duh-Kung and Sun, Chin-Feng, who are specialized in leadership, business judgment, business administration, crisis management and international market view, and Hong, Ching-Shan and Lee, Tse-Ching, who are specialized in financial accounting, management and financial affairs.

The Company's board diversity policy and status of diversity of individual Board Members are disclosed on the Company's website. For the status of diversity of the Board Members is as follows:

Diversified Core Items Name of Director	Gender	Concurrently Serving as an Employee	Term of Office for Independent Director			Business Management	Accounting & Finance	Management Administration	Crisis Management	Industrial Knowledge	International Market Knowledge	Leadership Decision
			Under 3 years	3~9 years	More than 9 years							
Lu, Chin-Chung	Male					✓	✓	✓	✓	✓	✓	✓
Huang, Yueh-Chao	Female					✓	✓	✓		✓	✓	✓
Tseng, Kuo-Hua	Male	✓				✓	✓	✓	✓	✓	✓	✓
Lee, Tse-Ching	Female						✓	✓		✓	✓	✓
Tsai, Duh-Kung	Male				✓	✓	✓	✓	✓	✓	✓	✓
Hong, Ching-Shan	Male		✓			✓	✓	✓	✓	✓	✓	✓
Sun, Chin-Feng	Male		✓			✓	✓	✓	✓	✓	✓	✓

Furthermore, the Company emphasizes gender equality in the composition of the Board of Directors. The goal of female director is to maintain at least one. At present, there are 2 female directors, account for 29%. Each director has competent academic background and experience, and satisfies the requirements about work experience and expertise required by the Company's business. In conclusion, the Company has practiced the board diversity policy.