Diversity of the board

一、Diversity of the Board of Directors: According to the "Procedure for Election of Directors" that is formulated in accordance with Article 20 of the Company's "Corporate Governance Best Practice Principle," the composition of the Board of Directors should be with the factor of diversity taking into consideration. The number of directors who also serve as managerial officers of the Company shall not be more than one-third of the Board of Directors; also, an appropriate diversification policy should be formed by referring to the Company's business operation, operation pattern, and development needs, which should include but not limited to the following two aspects:

1. Basic requirements and values: Gender, age, nationality, culture, etc.
2. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, and/or technology), professional skills, industry experience, etc.

The members of the Board of Directors should generally have the necessary knowledge, skill, and experience to perform their duties; in order to achieve the desired objectives of corporate governance, it is desirable that the Board of Directors as a whole have the following competencies:

1. The ability to make judgments about operation.
2. Accounting and financial analysis ability.
3. Business management ability.
4. Crisis management ability.
5. Industry knowledge.
6. An international market perspective
7. Leadership.
8. Decision-making ability.

二、The Company's independent directors account for 44% of the 8th Board of Directors; directors who are also an employee of the Company account for 22%, and female directors account for 11%; therefore, the Company has achieved the goal of having at least one female director.

There is one director in the age group of 71~80 years old (accounted for 11%), four directors in the age group of 61~70 years old (accounted for 44%), and 4 directors in the age group of 51~60 years old (accounted for 44%).

Core items of diversity / Director's name	Nationality	Gender	An employee of the Company	Age			Seniority of being an independent director			Operational judgment capability	Accounting and financial analysis ability.	Business management ability.	Crisis management ability.	Industry Knowledge	An international market perspective.	Leadership capability	Decision-making capability
				51~60	61~70	71~80	Under 3 years	3~9 years	Over 9 years								
Chien Chuan-Sheng	ROC	Male	✓	✓						✓	✓	✓	✓	✓	✓	✓	✓
Lee Chung-Liang	ROC	Male			✓					✓	✓	✓	✓	✓	✓	✓	✓
Rui Ding Investment Co., Ltd. Representative: Wu Xi-Xi	ROC	Male	✓	✓						✓		✓	✓	✓	✓	✓	✓
Chu Ching-Chung	ROC	Male		✓						✓	✓	✓	✓		✓	✓	✓
Hsu Shan-Ke	ROC	Male				✓				✓	✓	✓	✓	✓	✓	✓	✓
Wang Yin-Tien	ROC	Male			✓			✓		✓		✓	✓	✓	✓	✓	✓
Lin Wei-Li	ROC	Male		✓				✓		✓		✓	✓	✓	✓	✓	✓
Young Kai-Charn	ROC	Female			✓			✓		✓	✓	✓	✓	✓	✓	✓	✓
Lo Su-Shun	ROC	Male			✓			✓		✓		✓	✓		✓	✓	✓