

## The Diversification and Independence of the Board of Directors

(1) The Diversification of the Board of Directors: According to Article 20 of the “Corporate Governance Best Practice Principles”, and Article 3 of the “Rules and Procedures of the Director Election” stipulated by the Company stipulate that the composition of the board of directors should be diversified and consider own operation, business mode and development needs in order to formulate an appropriate diversity policy. It is advisable to consider gender, age, nationality and culture, etc., and the members shall generally have the ability to implement the knowledge, skills and accomplishments necessary for the duty. Current board members' backgrounds have varied in different industry fields involving banking, finance accounting, connector, business management, semiconductor diode, and marketing, etc., contributed to diversity in board composition.

Diversity Policy	Goal	Achievement															
Director selection criteria	Based on the results of the performance evaluation, it serves as a reference standard of the selection of directors.	When re-election of the 11 <sup>th</sup> board of directors in 2024, the performance evaluation results of the board of directors in 2023 were used as a reference for director selection. In line with the goal.															
Professional qualification and experience required by the board of directors	Board members should possess the knowledge, skills and competencies which are required for their duty. In order to achieve the ideal goals of corporate governance, the board of directors as a whole should have the following capabilities: a. Operational Judgment Abilities b. Accounting and Financial Analysis Abilities c. Business Management Abilities d. Crisis Handling Abilities e. Industry Knowledge f. International Market Outlook g. Leadership Abilities h. Decision-making Abilities	Refer to appendix i: General competencies of the Board of Directors. In line with the goal.															
Composition or ratio of gender, age, nationality	The target for the proportion of female directors is more than one-third (inclusive).	Proportion of female directors : <table><tr><td>Session</td><td>Female seats</td><td>Total seats</td><td>Ratio(%)</td></tr><tr><td>10</td><td>1</td><td>10</td><td>10</td></tr><tr><td>11</td><td>2</td><td>9</td><td>22</td></tr></table>				Session	Female seats	Total seats	Ratio(%)	10	1	10	10	11	2	9	22
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Diversity Policy	Goal	Achievement
and culture		<p>The 2024 General Shareholders' Meeting held the 11th Board of Directors re-election. Among the 9 elected directors, 2 were female directors. The number of female directors increased by 1, and the ratio increased from 10% to 22%.</p> <p>We are currently evaluating suitable candidates and expect to achieve the following goals by the time of the 12th board of directors election in 2027..</p> <p>Executing.</p>
	The number of directors who are also managers of the company should not exceed one-third of the number of directors.	<p>Currently, only one director also serves as the company's manager, ratio is 11%. Refer to appendix (1) Directors and Supervisors Information.</p> <p>In line with the goal.</p>
	Set up three (inclusive) or more independent directors, and shall not be less than one-third of the number of directors.	<p>The 2024 Regular Shareholders' Meeting held the re-election of the 11th Board of Directors. 3 independent directors were included in the 9 elected directors, and the proportion of independent directors was 33%.</p> <p>In line with the goal.</p>
	Half of independent directors' contiguous terms should not over be 3 terms.	<p>The 2024 Regular Shareholders' Meeting held the re-election of the 11th Board of Directors. Among the three elected independent directors, two have served for less than three terms.</p> <p>In line with the goal.</p>
	Independent directors shall not serve as directors (including independent directors) or supervisors of more than five listed OTC companies at the same time.	<p>Refer to appendix (1) Directors and Supervisors Information.</p> <p>In line with the goal.</p>
	Independent directors shall not serve more than three other public companies at the same time.	<p>Refer to iv. Professional knowledge and independence of directors and supervisors.</p> <p>In line with the goal.</p>
	Directors shall have more than half of the seats, and shall not have spouses or relatives within the second degree of relatives.	<p>The 2024 Regular Shareholders' Meeting held the re-election of the 11th Board of Directors. None of the 9 elected directors had a spouse or a relationship within the second degree of relatives.</p> <p>In line with the goal.</p>

Note 1 : Distribution table of abilities possessed by the entire board of directors

Title	Gen-der	Name	Operat-ing	Finance	Manage-ment	crisis manage-ment	Industry know-ledge	Int'l market view	Leader-ship	Bank-ing
Director	M	Yu Wan Yi	V		V	V	V	V	V	
	M	Fang Min Tsung	V		V	V	V	V	V	
	M	Chang Yi Wei	V		V	V	V	V	V	
	M	Chen Yuan Chen	V		V	V	V	V	V	
	F	Shen Ying Xiu	V	V				V		V
	F	Lin Yueh Hsia	V	V	V					V
Independent Director	M	Pu Tsun Ching	V	V	V					V
	M	Shi Chun Cheng		V	V			V	V	
	M	Chiang Chih Fung	V	V					V	V

- (2) Independence of Board of Directors: After the re-election of the 11th board of directors in 2024, 3 of the 9 elected directors were independent directors, and the proportion of independent directors was 33%. After checking the personnel system of the Company and affiliated companies, and checking the actual holding status of the Company's stock with the Company's stock affairs agency, that there are no circumstances happened according to "Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies", the various regulations of Article 3 Paragraph 1 and "Securities and Exchange Act.", the various regulations of Article 26-3 Paragraph 3 and Paragraph 4, conformed to the independence.