



## Policy on diversification of Board members and implementation:

Article 31 of the Company's Corporate Governance Best-Practice Principles stipulate that:

### Chapter 3 Reinforced Functions of Board of Directors

#### Section 1 Structure of Board of Directors

##### Article 20 (Overall Expected Capabilities of Board of Directors)

The Board of Directors shall provide guidance on the Company's strategies, supervise the management, be responsible for the Company and the shareholders and shall ensure that it exercises its functions following the requirements of applicable laws and regulations and the Articles of Incorporation or decisions made during shareholders' meetings with regard to the respective operations and arrangements of the corporate governance system.

The Board of Directors shall decide to have a structure consisting of at least seven members as appropriate to meet the practical operational demand depending on the management and development scale of the Company and the holding status of major shareholders.

Diversification shall be considered in the composition of Board members. Directors who are also managers in the Company may not take up more than one-third of all seats. In addition, appropriate diversification policies shall be stipulated reflective of the Company's operation status, operational pattern, and developmental needs, which shall include without limitation the following two major aspects:

1. Basic criteria and value: gender, age, nationality, and culture, tec.
2. Professional knowledge and skills: professional background (e.g. law, accounting, industry, finance, marketing, or technology), professional skills, and industrial experience, etc.

Board members shall be equipped with knowledge, skills, and attainments generally required for performing their tasks. In order to accomplish the preferred governance goals of the Company, the Board of Directors shall generally be equipped with the following capabilities:

1. Operational judgment
2. Accounting and financial analysis
3. Operational management
4. Crisis management
5. Industrial knowledge
6. International perspective
7. Leadership
8. Decision-making

Diversification core parameters Name of Director	Gender	Operational Management	Leadership and decision-making	Industrial knowledge	Finance and accounting	Law
Scott Ouyoung	M	✓	✓	✓	✓	
Zi-Qiang Zhong	M	✓		✓		
Su-Hsiang Ouyoung Chang	F				✓	
Shei-Saint Chen	M					✓
Ching-Shan Huang	M	✓	✓	✓		
Yong-Sheng Hsu	M				✓	✓
Yi-Chia Chiu	M	✓	✓		✓	