

## Policy on diversification of Board members, and implementation:

The Corporate Governance Code of Practice stipulates that:

### Chapter 3 Reinforced Functions of the Board of Directors

#### Section 1 Structure of the Board of Directors

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

The Board of Directors shall provide guidance on the Company's strategies, supervise the management, be responsible for the Company and its 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 have a structure consisting of at least seven members to meet the practical operational demand depending on the management and development scale of the Company and the holding status of major shareholders.

Diversity 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 diversity 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:

I. Basic requirements and values: Gender, age, nationality, and culture.

II. Professional knowledge and expertise: A professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

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:

I. Operational judgment. II. Accounting and financial analysis.

III. Operational management. IV. Crisis management.

V. Industrial knowledge. VI. International perspective.

VII. Leadership. VIII. Decision making.

Name of Director	Gender	Employee of company	Age			Core diversity parameters				
			41 ~ 50	51 ~ 60	61 ~ 70	Operational management	Leadership and decision making	Industrial knowledge	Finance and accounting	Law
Hsien Ou Yang(*2)	M		✓			✓	✓	✓		
Scott Ouyoung	M				✓	✓	✓	✓	✓	
Andrew Yates(*3)	M			✓		✓	✓	✓		
Wen-Mei Yiu (*1)	F			✓		✓	✓			
Chin-Shan Huang	M				✓	✓	✓	✓		
Young-Sheng Hsu	M			✓					✓	✓
Yi-Chia Chiu	M		✓			✓	✓			

\*1 : Ming-Ling Co., Ltd changed its Corporate Directors Representative to Miss Wen-Mei Yiu as of June 01, 2018.

\*2 : Ming-Ling Co., Ltd changed its Corporate Directors Representative to Mr. Hsien Ou Yang as of February 20, 2019.

\*3 : Ming-Ling Co., Ltd changed its Corporate Directors Representative to Mr. Andrew Yates as of October 21, 2019.