

Specific Management Goals and Achievements of the Board Diversity Policy

(I) Diversity and Independence of the Board of Directors:

1. Diversity of the Board of Directors:

(1) Diversity Policy of the Board of Directors:

Based on the Company's policy of diversity and strengthening of corporate governance and promotion of board formation and sound structure development, the nomination of director candidates of the Company adopts the candidate nomination system according to the provisions of the Articles of Incorporation, and the profile(experience) qualification and professional background of each candidate is assessed, and after the approval and resolution of the board of directors, it is then submitted to the shareholders' meeting for election. Regarding the composition of the board of directors, it is advisable that directors concurrently serving as company officers not exceed one-third of the total number of the board members, and that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

A. Basic requirements and values: Gender, age, nationality, and culture, and the ratio of female directors shall reach one-third of the total number of directors.

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

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: Operational judgment ability, accounting and financial analysis ability, business management ability, crisis handling ability, industry knowledge, international market perspective, leadership, and decision-making ability.

2. Board of Directors Diversity Specific Management Objectives:

The Board of Directors shall direct the Company's strategies, supervise management, and be responsible to the Company and its shareholders. The operations and arrangements of the Company's corporate governance system shall ensure that the Board of Directors exercise its authority in accordance with the provisions of the Act, the Articles of Incorporation, or the resolution of the shareholders' meeting. Specific management objectives are as follows:

- A. Number of Directors who concurrently serve as Company managers do not exceed one-third of the total director seats
- B. At least one-third of directors are females of the total director seats
- C. Independent director has not served more than three terms
- D. Diversification of professional knowledge and skills

3. Progress in Diversity of Board Members:

Management objectives	Achievement situations
Number of Directors who concurrently serve as Company managers do not exceed one-third of the total director seats	Achieved
At least one-third of directors are females of the total director seats	Achieved
Independent director has not served more than three terms	Achieved
Diversification of professional knowledge and skills	Achieved

Name of Director	Nationality	Gender	Whether or not the Director is also an Company managers of the Company	Age of Director			Independent Director's term of office	Operate Judgment	Financial Accounting	Corporate management	Risk management	Industry knowledge	International market view	Leadership	Decision-making ability
				Below 60 years of age	60-70 years of age	Above 70 years of age									
Jui-Jui Chien	R.O.C.	Female	No			✓		✓	✓	✓	✓	✓	✓	✓	✓
Chia-Chin Chien	R.O.C.	Female	Yes	✓				✓		✓	✓	✓	✓	✓	✓
Chiu-Chiu Chien	R.O.C.	Female	Yes	✓				✓	✓	✓	✓	✓	✓	✓	✓
Sheng-Hung Chien (2024.10.18 Resign)	R.O.C.	Male	No	✓				✓		✓	✓	✓	✓	✓	✓
Jung-Tsai Chien (2024.10.18 new)	R.O.C.	Male	No			✓		✓		✓	✓	✓	✓	✓	✓
Shu-Fen Wang	R.O.C.	Female	No			✓	2rd term	✓	✓		✓		✓		✓
Kuang-Wu Lu	R.O.C.	Male	No			✓	2rd term	✓			✓		✓		✓
Tung-Yao Wu	R.O.C.	Male	No		✓		1rd term	✓		✓	✓	✓	✓		✓