

Diversity and Independence of the Board of Directors

1. Diversity of the Board of Directors:

(1) Diversity Policy of the Board of Directors:

In accordance with Article 22 of the “Corporate Governance Best Practice Principles”, the Company shall strengthen the functions and regulations of the Board of Directors, consider diversity in the composition of the Board of Directors, and formulate appropriate diversity guidelines for its operations, business model, and development needs, including but not limited to the following two major criteria:

- A. Basic qualifications and value: Gender, age, nationality, and culture.
- B. Professional knowledge and skills: Professional background (e.g. legal, accounting, industry, finance, marketing, or technology), professional skills and industry experience, etc.

Each board member shall have the necessary knowledge, skill, and ability. To achieve the desired objectives of corporate governance, the board as a whole must have abilities that include: Operational judgment, accounting and financial analysis, operational management, crisis management, industry knowledge, international market perspective, leadership, decision-making, sustainable management, risk management, and climate change management.

(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. The Company's board of directors also places emphasis on gender equality and should include at least one female director.
- B. The Company's board of directors places emphasis on operational judgment, management and crisis management capabilities. At least 2/3 of the members of the Board of Directors should be competent in the relevant core items.
- C. Independent directors may not serve more than three consecutive terms in order to stay independent.
- D. The number of directors who are employees of the Company, its parent, subsidiary or sister company shall be less than (including) 1/3 of the total number of directors for the purpose of supervision.

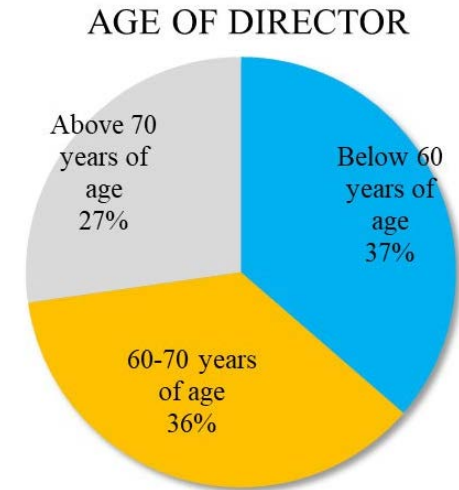
(3) Progress in Diversity of Board Members:

The 24th Board of Directors has 11 members, including 3 independent directors who have served less than 3 terms to ensure the independent nature of the Board of Directors. There are 2 concurrent employees, accounting for 18.18% of the Board (the Chairman has left office as the President of the Company on January 1, 2022). The Company expects to add one female director in the future to achieve the goal of gender equality.

The members of the Board of Directors are highly qualified in management, possess relevant professional backgrounds and the necessary professional knowledge, skills and education to perform their duties; at least 1/3 of the members possess the relevant business execution capabilities for each of the 9 core items, and more than 80% of the members possess core capabilities for each of the 3 keys items including operational judgment, management and crisis management.

The Company also resolved at the 8th meeting of the 24th session of the Board of Directors on March 23, 2021 to change the name of the Corporate Governance Committee to "Corporate Governance and Nomination Committee" in order to strengthen the mechanism for the appointment of directors (independent directors) and to establish a diverse and professional board of directors.

Name of Director	Nationality	Gender	Whether or not the Director is also an Employee of the Company (Note)	Age of Director			Independent Director's term of office	Core Item										
				Below 60 years of age	60-70 years of age	Above 70 years of age		Business judgments	Accounting and financial analysis	Operational management	Crisis management	Industry knowledge	International markets	Leadership	Decision-making	Sustainable management	Risk management	Climate change management
Henry C. T. Ho	R.O.C.	Male	√	√				√	√	√	√	√	√	√	√	√	√	√
George Y. S. Ho	R.O.C.	Male		√				√					√	√	√	√		
Hui-Ming Wu	R.O.C.	Male				√		√	√	√	√	√	√	√	√	√		
Joshua P.H. Tung	R.O.C.	Male	√		√			√	√	√	√	√	√	√	√	√	√	
Chih-Ming Huang	R.O.C.	Male			√			√	√	√	√	√	√	√	√	√	√	
Pao-He Chen	R.O.C.	Male			√			√	√	√	√			√	√	√		
Yen-Liang Ho	R.O.C.	Male		√				√	√	√	√	√	√	√	√	√		
Chao-He Lin	R.O.C.	Male				√		√	√	√	√	√	√	√	√	√		
I-Chi Liu	R.O.C.	Male				√	3rd term	√	√	√	√	√	√	√	√	√	√	
Chuang-Hsi Chang	R.O.C.	Male		√			3rd term	√		√	√	√	√	√	√	√	√	√
Der-Ming Lieu	R.O.C.	Male			√		2nd term	√	√	√		√			√	√	√	



2. Independence of the Board of Directors:

- (1) According to the Company's "Articles of Incorporation", the election of directors and independent directors adopts a candidate nomination system. Shareholders who hold a certain number of shares or more may propose a list of candidates. The review of candidates' qualifications and compliance with Article 30 of the Company Act are conducted in accordance with the laws and regulations of the competent authorities in order to protect the rights and interests of shareholders, prevent monopoly of nomination, and maintain the independence of nomination.
- (2) Currently the Board of Directors consists of 11 directors, including 3 independent directors (27.27%). In accordance with relevant laws and regulations, through the power and duties of the Audit Committee, Independent Directors review and supervise the Company's management and control of existing or potential risks to ensure effective implementation of internal control. Independent Directors also assist in the selection (dismissal) of CPAs, review of CPA Independence, and preparation of financial statements.
- (3) Two (18.18%) of the Directors are employees of the Company, its parent, or one of its subsidiaries or brother companies, representing less than 1/3 of all Directors, which meets the purpose of supervision; the Chairman has left office as the President of the Company on January 1, 2022.
- (4) There are two Directors (18.18%, less than half of the seats) who are relatives within the second degree of kinship, which complies with Paragraph 3 of Article 26-3 of the Securities and Exchange Act.
- (5) In accordance with the Company's Articles of Incorporation, Independent directors may not serve more than three consecutive terms in order to stay independent. The current three Independent Directors have not served more than three terms.