

## **Board Diversity Policy**

In accordance with Article 20 of the Company's Corporate Governance Best Practice Principles, the composition of the Board of Directors reflects diversity, including two female directors, as well as professionals with relevant experience in various fields such as finance and accounting, industry, and academic research.

Diversity of the Board of Directors :

- A. The composition of the Company's board of directors should consider diversity and formulate appropriate diversity policies based on its own operations, operational model, and development needs. This includes but is not limited to the following two aspects:
  - a. Basic conditions and values: gender, age, nationality, and culture, etc.
  - b. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, etc.
- B. Members of the board of directors should generally possess the necessary knowledge, skills, and qualities to perform their duties. To achieve the ideal goal of corporate governance, the overall abilities that the board of directors should possess include:
  - a. Operational Judgment.
  - b. Accounting and financial analysis abilities.
  - c. Management Abilities
  - d. Crisis Management Abilities
  - e. Industry Knowledge
  - f. Int'l Market Perspective
  - g. Leadership Abilities
  - h. Policy-making abilities

## Implementation of Board Diversity

Out of the current seven seats on the board of directors, 37.5% are occupied by employee representatives, 50% are independent directors, and 25% are female directors. The three independent directors are serving their third term.

In order to strengthen the promotion of corporate governance, the Company plans to re-elect more than half of the independent directors in the next re-election to have a continuous term of not more than 3 terms to strengthen the operation of the board of directors. In order to strengthen corporate governance, the Company intends to achieve more than half of the independent directors serving consecutive terms not exceeding three terms and to have female directors account for more than one-third of the board seats during the next election.

Core Programme of Diversity  Director	Gender	Con-current Position as Employee of the Company	age			Service term of independent directors		Operational Judgment Abilities	Accounting and financial analysis abilities	Management Abilities	Crisis Management Abilities	Industry Knowledge	Int'l Market Perspective	Leadership Abilities	Policy-making abilities
			41-50	51-60	61-70	Less than 3 years	Over 9 years								
Su-Ming Chen	F	✓		✓				✓	✓	✓	✓	✓	✓	✓	✓
Tung-Yi Wu	M	✓		✓				✓	✓	✓	✓	✓	✓	✓	✓
Chun-Liang Kuo	M	✓		✓				✓	✓	✓	✓	✓	✓	✓	✓
Ji-Rui He	M			✓					✓	✓	✓			✓	✓
Xing-Yi Chen	M				✓		✓	✓			✓	✓	✓	✓	✓
Guan-Ping Chen	M				✓		✓	✓	✓	✓	✓		✓	✓	✓
Chih-Wei Tsai	M		✓				✓	✓	✓	✓	✓			✓	✓
Shu-Ling Lin	F			✓		✓		✓	✓	✓	✓	✓	✓	✓	✓

Professional qualifications and independence analysis of directors

Criteria Name	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Director Su-Ming Chen	1. With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2. Concurrently Chairman of Universal Microwave Technology Inc. and Radiation Technology Inc. 3. None of any circumstances in Article 30 of the Company Act.	N/A	0
Director Tung-Yi Wu	1. With over 20 years of work experience relevant to the Company's business. 2. Concurrently General Manager of Universal Microwave Technology Inc. and Radiation Technology Inc. 3. None of any circumstances in Article 30 of the Company Act.	N/A	0

Criteria Name	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Director Chun-Liang Kuo	1.With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2.Concurrently Executive Vice President of Universal Microwave Technology Inc. 3.None of any circumstances in Article 30 of the Company Act.	N/A	0
Director Ji-Rui He	1.With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2.Concurrently Globe Star Hi-Tech S.A. representative. 3.None of any circumstances in Article 30 of the Company Act.	N/A	None

Criteria Name	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director Xing-Yi Chen	1.With more than 20 years of work experience required for company operations. 2.Currently serving as retired Professor Emeritus from the Department of Electrical Engineering at Yuan Ze University. 3.None of any circumstances in Article 30 of the Company Act.	1.Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises. 2.Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company. 3.Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm 4.In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.	None

<div>Criteria</div> <div>Name</div>	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
<div>Independent Director</div> <div>Guan-Ping Chen</div>	<div>1.With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation.</div> <div>2.Currently serving as Special Assistant to the Chairman at SUNSHINE PROTECH INC.</div> <div>3.None of any circumstances in Article 30 of the Company Act.</div>	<div>1.Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises.</div> <div>2.Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company.</div> <div>3.Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm</div> <div>4.In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.</div>	<div>None</div>

<div>Criteria</div> <div>Name</div>	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director Chih-Wei Tsai	1.With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2.Currently serving as CPAs at Chainye Accounting Firm. 3.None of any circumstances in Article 30 of the Company Act.	1.Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises. 2.Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company. 3.Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm 4.In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.	3

<div>Criteria</div> <div>Name</div>	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
<div>Independent Director</div> <div>Shu-Ling Lin</div>	<ol style="list-style-type: none"> <li>1. With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation.</li> <li>2. Currently serving as Senior Vice President, General Management Office at Far EasTone.</li> <li>3. None of any circumstances in Article 30 of the Company Act.</li> </ol>	<ol style="list-style-type: none"> <li>1. Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises.</li> <li>2. Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company.</li> <li>3. Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm</li> <li>4. In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.</li> </ol>	None