

Specific Management Goals and Achievement Status of the Board Diversity Policy

1. Diversity 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:

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

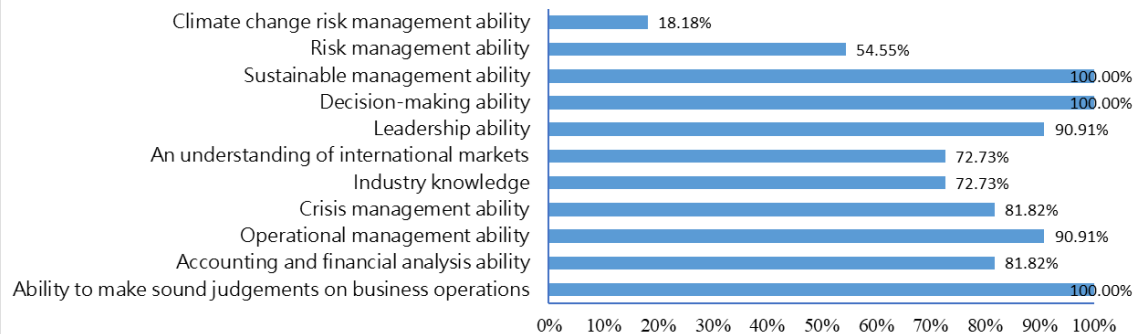
Each board member shall have the necessary knowledge, skill, and ability. To achieve the desired objectives of corporate governance, the board as a whole must have abilities that include: Operational judgment, accounting and financial analysis, operational management, crisis management, industry knowledge,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

2. Board of Directors Diversity Specific Management Objectives and Progress in Diversity:

Management Objectives	Achievement situations
(1) Gender Diversity	The selection of the company's board candidates prioritizes professionalism and experience. Currently, the board consists of only one female director, not meeting the target of one-third of the seats. Measures Taken: Actively seeking suitable candidates to increase the number of female directors.
(2) More than two-thirds of the board members should have core competencies such as business judgment, operation management and crisis management	Achieved
(3) Independent director has not served more than three terms	Achieved
(4) Among the members of the Board of Directors, 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	Achieved

Title		Chairman	Vice Chairman	Directors			Independent Directors			
Name of Director		Henry C. T. Ho	George Y. S. Ho	Joshua P.H. Tung	Chih-Ming Huang	Pao-He Chen	Yen-Liang Ho	Der-Ming Lieu	Jih-Gang Liu	Chia-Wen Liu
Gender		Male	Male	Male	Male	Male	Male	Male	Male	Female
Age	Above 70 years of age							●	●	
	60-70 years of age			●	●	●				
	Below 60 years of age	●	●				●			●
Independent Director's term of office								3rd term	1st term	1st term
Core Item	Business judgments	●	●	●	●	●	●	●	●	
	Accounting and financial analysis	●		●	●	●	●	●		●
	Operational management	●		●	●	●	●	●	●	●
	Crisis management	●		●	●	●	●	●	●	●
	Industry knowledge	●		●	●			●	●	
	International markets	●	●	●	●		●	●	●	
	Leadership	●	●	●	●	●	●	●	●	●
	Decision-making	●	●	●	●	●	●	●	●	●
	Sustainable management	●	●	●	●	●	●	●	●	●
	Risk management	●		●	●			●	●	●
	Climate change management	●						●	●	

Achievement rate



AGE OF DIRECTOR

