

Implementation of the Diversity Policy for board members I

Implementation of Board Diversification Policy

- Diversification Policy :

To strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company's Board approved the resolution to enact the "Code of Corporate Governance". As stated in article 20 of the Code: The composition of Board members shall be considered in a diversified manner, and the appropriate policy on diversity should be based on the Company's business operations, operating dynamics and development needs. It is advisable that the policy includes, but is not limited to, the following criteria: Basic requirements and values: Gender, age, nationality, culture and ethnicity; and Professional knowledge and skills: Such as legal, accounting, industry, finance, marketing or technology.

- Concrete Objectives:

The Board directs company strategies, supervise management and be responsible to the Company and its shareholders. The operations and arrangements of its corporate governance system serve the function of ensuring that the Board of Directors exercises its authority complies with the provisions of laws, regulations, its Articles of Incorporation and the resolutions of its shareholder meetings.

Implementation of the Diversity Policy for board members II

- Implementation of the Board Diversification Policy

Title	Name	Skills and Industry Experiences								Professional Knowledge and Expertise	
		Business Management	Perform Accounting /Financial Analysis	Conduct Management Administration	Conduct Crisis Management	Knowledge Of The Industry	International Market Perspective.	Leadership Skill	Strategic Decision-Making	Accounting /Financial	Legal
Chairman	HUANG,PO-WEN	v	v	v	v		v	v	v	v	
Director	HUANG,CHUAN-SHENG	v		v	v	v	v	v	v		
Director	HWANG,YIH-RAY	v	v	v	v		v	v	v	v	
Director	HUANG,CHANG-I	v				v		v	v		
Independent Director	CHEN,SAN-ER	v							v		v
Independent Director	HESE,SHUN-FA	v	v	v	v		v	v	v	v	
Independent Director	WU,CHUNG	v		v	v	v	v	v	v		

Implementation of the Diversity Policy for board members III

The Independence of the Directors :

The Company has 7 directors, 3 of whom are independent and represent 42.9% of the total number of directors. All of the directors are not related to each other as spouses or relatives within the second degree of kinship, it has considerable independence.