Board Diversity and Independence

(1) Board Diversity：

According to Article 20 of the company's "Corporate Governance Best Practice Principles," the composition of the board should consider diversity. The board should establish an appropriate diversity policy based on the company's operations, business model, and development needs. Board members should possess the knowledge, skills, and competencies necessary to fulfill their duties. To achieve the ideal objectives of corporate governance, the overall board should have the following capabilities：

一、Operational judgment。

二、Accounting and financial analysis。

三、Management skills。

四、Crisis management.。

五、Industry knowledge。

六、International market perspective。

七、leadership。

八、Decision-making abilities。

The current Board of Directors consists of seven directors, including four independent directors, representing 57% of the Board. The terms of office of all independent directors have not exceeded three consecutive terms. All directors of the Company are nationals of the Republic of China, and three directors also serve as employees of the Company.

In terms of the age distribution of the directors, three directors are aged 60 or above, three directors are aged 50 or above, and one director is aged 40 or above. With respect to professional knowledge and skills, the Company aims to maintain a Board of Directors with diverse expertise, including finance or accounting, legal affairs, business management, and industry knowledge. The current composition of the Board possesses the professional qualifications required for its functions, with extensive experience and a thorough understanding of the Company's financial and operational conditions.

Management Objectives for the Board of Directors

To achieve the Company's diversity policy and ensure diversity in terms of background, experience, and professional expertise, at least 50% of the directors should possess relevant industry experience, at least one director should have professional expertise in finance or accounting, and at least one director should have experience in corporate management.

The Company also aims to increase the number of female directors and to appoint directors with relevant expertise and experience in areas such as sustainable development, occupational safety and health, labor and human rights, and legal affairs. These efforts are intended to strengthen the diversity of the Board and enhance its oversight of the Company's response to international trends in sustainable development.

In addition, to strengthen the independence of independent directors, the Company aims to ensure that the term of office of each independent director does not exceed three consecutive terms.

Explanation of and Measures for Gender Diversity on the Board of Directors

Where the number of directors of either gender does not reach one-third of the total number of directors, the Company shall explain the reasons and measures planned to enhance gender diversity on the Board.

Reasons:
The Company elected one additional female director at the 2025 Annual General Meeting and elected one additional female director to fill a vacancy at the 2026 Annual General Meeting. The Board currently has two female independent directors. Although the current composition complies with applicable laws and regulations, the proportion of female directors has not yet reached one-third of the total number of directors.

In determining the composition of the Board, the Company primarily considers candidates' professional backgrounds, experience, and their potential participation in and contribution to the Company's future development, rather than setting a specific gender ratio.

Measures:
In the future, the Company will give priority consideration to qualified female candidates and actively seek qualified female professionals with relevant industry experience to join

the Company. The Company will also seek recommendations for qualified talent through various channels, including industry and academic institutions, in order to enhance corporate governance effectiveness and implement its Board diversity policy. Increasing the representation of each gender to at least one-third of the Board has been set as a medium-term objective.

Implementation of Board Diversity

Among the current seven directors, two are female directors. Six directors, representing 86% of the Board, possess relevant industry experience, including Director Huang Te-Hsun, Director Chen Shen-Pao, Director Chen Tseng-Wen, Independent Director Chang Ming-Huang, Independent Director Yu Ya-Ching, and Independent Director Wen Fang-Yu.

Three directors possess professional expertise and experience in finance and accounting, including Independent Director Lin Chiang-Liang, Independent Director Chang Ming-Huang, and Independent Director Wen Fang-Yu. Two directors possess professional expertise and experience in legal affairs, including Independent Director Chang Ming-Huang and Independent Director Yu Ya-Ching.

All seven directors possess experience in business management. In addition, the terms of office of all independent directors have not exceeded three consecutive terms.

The Company has achieved its specific management objectives for Board diversity.

(2)Board Independence：

Two independent directors have served for three years or more but less than six years, while the other two independent directors have served for less than three years. None of the independent directors has served for more than three consecutive terms.

None of the directors, including the independent directors, has a spousal or familial relationship within the second degree of kinship with any other director. In addition, none of the independent directors serves as a director, supervisor, or employee of any company that has a specific relationship with the Company.