Diversity and independence of board members

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NAME | basic component | | | | | | | | | Professional competence | | | | | |
| Nationality | Gender | Part-time employees of the company | age | | | Independent directors' tenure | | | Ability to conduct management administration | Ability to lead | Knowledge of the industry | Ability to perform accounting and financial analysis | Legal | Public welfare / Environmental protection |
| 45~ 60 | 61~ 70 | 71~ 80 | Less than 3 years | 3~9  years | Over 9 years |
| Chairman Kuo Hao Tseng | ROC | Male | V | V |  |  |  |  |  | V | V | V |  |  |  |
| Director Susan Hu | ROC | Female | V | V |  |  |  |  |  | V | V |  | V | V |  |
| Director Mei Li Tsai | ROC | Female |  |  | V |  |  |  |  | V |  |  | V |  |  |
| Director K.S.Lin | ROC | Male |  |  | V |  |  |  |  | V |  |  |  |  |  |
| Independent Director Cy Su | ROC | Male |  |  |  | V |  | V |  | V |  | V |  |  | V |
| Independent Director Minkon Huang | ROC | Male |  |  |  | V | V |  |  | V |  |  |  | V |  |
| Independent Director Wen Hsiang Lu | ROC | Male |  |  | V |  | V |  |  |  |  |  |  | V |  |
| Independent Director Ding An Lee | ROC | Female |  | V |  |  | V |  |  |  |  |  | V |  |  |

(1)The current board of directors of the company consists of 8 directors, including 2 non-executive directors(25%), 4 independent directors(50%) and 2 executive directors(25%). (Kuo-Hao Tseng Chairman and President and Susan Hu Senior Vice President)，Members have extensive experience and expertise in the fields of industrial operation, finance and management.  
  
(2). Term experience of independent directors: 2 with less than 3 years, 1 with 3 to 9 years, and 1 with more than 9 years.

(3) Age of directors: 3 (38%) are between 45 and 60 years old, 3 (38%) are between 61 and 70 years old, and 2 (24%) are between 71 and 80 years old.

(4). The specific management objectives and achievement status of the diversity policy are as follows:

|  |  |
| --- | --- |
| management objectives | Achieve situation |
| The number of independent director seats reaches one-half of the director seats. | achieve |
| Directors who are also managers of the company shall not exceed one third of the number of directors. | achieve |
| The target for the ratio of female directors to be more than one third | achieve |
| Sufficient and diverse professional knowledge and skills | achieve |