

## Board diversity policy (directive) and status of implementation thereof

EPISTAR's board of directors of 9th term consists of 9 directors, including 3 independent directors. The board members are all nationals of the R.O.C. at the age of 55~70 years old. Mr. Biing-Jye Lee and Mr. Ming-Jiunn Jou serve as the CSO and General Manager of the Company. The directors who also hold the position as manager concurrently are less than one-third of all of the directors. All of the board members possess the following knowledge, skills, and literacy required to perform their jobs:

| Title                | Condition<br>Name | Gender | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|----------------------|-------------------|--------|---|---|---|---|---|---|---|---|
|                      |                   |        |   |   |   |   |   |   |   |   |
| Chairman             | Biing-Jye Lee     | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Director             | Chih-Yuan Chen    | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Director             | Yin-Fu Yeh        | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Director             | Shan-Chieh Chien  | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Director             | Nan Yang Wu       | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Director             | Ming-Jiunn Jou    | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Independent Director | Wei-Min Sheng     | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Independent Director | Feng-Shang Wu     | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Independent Director | Chi-Yen Liang     | male   | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

Note: meet any of the following situations, please tick the appropriate corresponding boxes:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. An international market perspective.
7. Ability to lead.
8. Ability to make policy decisions.