

# Specific management objectives and implementation of diversity and independence of Board

## (I) Diversification of Board

### Policy

1. The Company's board of directors has formulated the "Corporate Governance Code of Practice", and in Chapter 3 "Strengthening the Functions of the Board of Directors", there is a policy of diversification. The nomination and selection of Board Members comply with articles of incorporation that the Company adopts the candidate nomination system. Aside from evaluating each candidate's qualifications including education and experience, the Company also refers to stakeholders' opinions as well as comply with "Rules for Director and Supervisor Elections" and "Corporate Governance Principles" in order to ensure the diversity and independency of Board Members. The composition of the board shall have the necessary knowledge, skill, and experience to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:

- (1) Making operational judgment skills.
- (2) Perform accounting and financial analysis skills.
- (3) Conduct management administration skills. (Including operation and management of subsidiaries)
- (4) Conduct crisis management skills.
- (5) Industrial knowledge.
- (6) International market perspective.
- (7) Leadership.
- (8) Executive skills.
- (9) Risk management knowledge and ability.

The composition of Board members shall be determined by taking diversity into consideration and formulating an appropriate approach on diversity based on the Company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

- Basic requirements and values: age, gender, identity, and more. The Company pays attention to gender equality in the composition of board members, and aims to increase at least one female director in the future.
- Professional knowledge and skills: Professional background, professional skills, industry experience, and more.

### Goal

The Company to enhance the overall knowledge of the highest governance body on economic, environmental and social issues and continuously improve the management capabilities faced by the board of directors, the Group organizes two director training courses each year, invites lecturers to give lectures, and actively cooperates with the Financial Supervisory Commission to promote the "Corporate Governance 3.0-Sustainable Development Blueprint" and "Listed Company Sustainable Development Action Plan".

### Achievement

The Company currently has a total of 8 directors, one director who concurrently as employee of the Company accounts for 12.5% and four independent directors account for 50%. Two directors are aged between 51-60, five directors between 61-70 and one director is between 71-80.

Over 50% of board members has experience in business management, multi-industry knowledge, and venture capital investment, and is committed to environmentally sustainable development and public welfare contributions; besides that, the Independent Director Shu-Hsing Li have possess financial accounting expertise, the Independent Director Zhong-Rui Chen is professional in financial investment, industrial research, company management and risk management, the Independent Director Ming-Der Hsieh and Cheng-Jung Chiang have a background in information technology industry and academia, respectively. The diverse experience and capabilities of the members of the Board of Directors of the Company have greatly contributed to the overall business operation of the Company. The implementation of diversification of the board of directors of the Company in 2024 was as follows

Title	Name	Gender	Diverse Industry and Professional Skills								Term of office of independent director
			Business Management	Industry information	Venture capital investment	ESG	Finance and Accounting	Risk Management	Information Technology	Academic Research	
Chairperson	Wen-Fang Huang	Female	V	V		V					
Vice Chairperson	Chi-Hong Chen	Male	V	V	V	V		V			
Director	Han-Chou Huang	Male	V	V		V					
Director	Chiu-Chin Hung	Female	V		V		V	V			
Independent Director	Shu-Hsing Li	Male	V	V			V			V	Three terms or less
Independent Director	Ming-Der Hsieh	Male		V					V	V	Three terms or less
Independent Director	Cheng-Jung Chiang	Male	V	V		V				V	Three terms or less
Independent Director	Zhong-Rui Chen	Male	V		V		V				Three terms or less

The specific management objectives and achievement of the Company's diversification policy are as follows

The specific management objectives	Achievement
Directors who concurrently serve as company managers should not exceed one-third of the directors' seats	Achieved
More than one-third of independent directors	Achieved
Term of office of independent director less three terms	Achieved
Two seats for Female Directors	Achieved

We have two female members in our board meeting. Achieving One third female members is our goal.

(II) The Board of Director Independence

Policy

The Company has approved the "Director Election Rules" through a resolution of the shareholders' meeting. The rules are in accordance with the candidate nomination system procedures formulated in Article 192-1 of the Company Act. Shareholders elect directors from a list of candidate directors, and there is no spouse or second-degree relative relationship among the directors. In addition, the Company has approved a resolution to establish the "Board of Directors Meeting Rules". When a director has a conflict of interest with himself or the legal person he represents in the meeting, he shall explain the important details of his conflict of interest at the board meeting. If there is a risk of harming the interests of the company, he shall not participate in the discussion and voting, and shall recuse himself from the discussion and voting, and shall not exercise the voting rights on behalf of other directors.

Goal

The Company reinforce the effectiveness of the board of directors and implement a good board governance system, the Company has established the audit committee and a remuneration committee under the board of directors, which are composed of all independent directors. Through professional division of labor and independent and detached positions, they assist the board of directors in making decisions, aiming to improve the supervisory function and strengthen the management function, and actively implement corporate governance.