

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

### (I) Diversification of Board

- 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) Ability to make operational judgment.
- (2) Ability to perform accounting and financial analysis
- (3) Ability to conduct management administration. (Including operation and management of subsidiaries)
- (4) Ability to conduct crisis management.
- (5) Industrial knowledge.
- (6) International market perspective.
- (7) Ability to lead.
- (8) Ability to make decisions.
- (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.

- The implementation of diversification of the board of directors of the company in 2023 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	Julian Chen	Male	V		V		V				Three terms or less

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

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

3. In consideration of the list for Alpha's Board Members, Number of Directors who has experience in business management, multi-industry knowledge, and venture capital investment, and is committed to environmentally sustainable development and public welfare contributions exceed half of all Directors; besides that, the Independent Director Shu-Hsing Li have possess financial accounting expertise, the Independent director Julian Chen has professional abilities 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.

## **(II) The Board of Director Independence**

The Company currently has a total of 8 directors, including 4 independent directors (accounting for 50% of the directors respectively), and the number of independent directors exceeds one-third. By the end of 2023, all independent directors meet the regulations of the Securities and Futures Bureau of the Financial Supervisory Commission for independent directors, and there is no relationship between the directors of a spouse or within the second degree of kinship. Therefore, there is no requirement of Article 26-3 of the Securities and Exchange Act, and the matter of item 3 & 4. In conclusion, the Board of Directors of the Company is independent.