

## Diversity Policy and Implementation of Board Members

### Board Diversity Policy

Based on the policy of diversification and strengthening of corporate governance, the company promotes the development of the composition and structure of the board of directors. To measure professional background, integrity or relevant professional qualifications, etc., after the resolution of the board of directors is passed, it will be sent to the shareholders' meeting for election. The composition of the board of directors should not exceed one-third of the number of directors who also serve as managers of the company, and formulate appropriate diversification policies based on their own operations, operational patterns and development needs, including but not limited to the following :

- Basic conditions and values : gender, age, nationality and culture.
- Professional knowledge and skills : operational judgment, accounting and financial analysis, business management, management ability, crisis management ability, industry knowledge, international market outlook, leadership ability and decision-making ability.
- Please refer to 3.4.3.1, page 51 of this annual report for the implementation of the Company's Board of Directors Diversity Policy.
- The specific management objectives and achievement of the diversity policy for the composition of directors are as follows :

| Board Diversity Management Goals   | Achievement |
|--|-------------|
| 1. The chairman of the company and the general manager or other persons of equivalent rank (the top manager) are not the same person or are each other's spouses or first-degree relatives.      | Reach       |
| 2. No more than two directors of the company are spouses or relatives within the second degree of kinship.   | Reach       |
| 3. The company's board of directors must include at least one female director.   | Reach       |
| 4. Among the directors of the company, the number of employees who are employees of the company, parent, child or brother company is less than (including) one third of the number of directors. | Reach       |
| 5. A single legal person organization and its subsidiaries account for less than one-third of the board seats.   | Reach       |
| 6. The term of at least two independent directors does not exceed three terms.   | Reach       |

## Implementation of Diversity of Board Members

| Diversity Core Items<br><br>Name of director                     | Basic Composition |        |  |                        |                   |                    |                                   | Experience          |                          |                            |                           | Professional Competence   |                                |                                     |                             |
|--|-------------------|--------|--|------------------------|-------------------|--------------------|-----------------------------------|---------------------|--------------------------|----------------------------|---------------------------|---|--------------------------------|-------------------------------------|-----------------------------|
|  | Nationality       | Gender | Conat the present as Employee of the Company | Age                    |                   |                    | Seniority of Independent Director | Business management | Financial and accounting | Experience in the industry | Knowledge of the industry | Leadership, decision making, management, judgment and crisis handling abilities | Contribution to public welfare | Expertise in the operating business | Expertise in finance, legal |
|  |                   |        |  | 70 years old and above | 60 ~ 69 years old | Under 60 years old |                                   |                     |                          |                            |                           |   |                                |                                     |                             |
| YEH, SOU-TSUN  | R.O.C             | Male   | ✓  | ✓                      |                   |                    |                                   | ✓                   | ✓                        | ✓                          | ✓                         | ✓   | ✓                              | ✓                                   | ✓                           |
| SU, PAT-HUANG  | R.O.C             | Male   | ✓  |                        |                   | ✓                  |                                   | ✓                   |                          | ✓                          | ✓                         | ✓   | ✓                              | ✓                                   | ✓                           |
| SU, CING-YUAN<br>Representative of YI SHENG INVESTMENT CO., Ltd. | R.O.C             | None   | None   | None                   | None              | None               |                                   | None                | None                     | None                       | None                      | None  | None                           | None                                | None                        |
| SU, EN-PING<br>Representative of LAURE INTELLECT CORP. (Note2)   | R.O.C             | Female |  |                        |                   | ✓                  |                                   | ✓                   |                          | ✓                          | ✓                         | ✓   |                                |                                     |                             |
| YEH, TSUNG-HAO   | R.O.C             | Male   | ✓  |                        |                   | ✓                  |                                   | ✓                   | ✓                        | ✓                          | ✓                         | ✓   |                                | ✓                                   | ✓                           |
| LIANG, LONG-SHIANG   | R.O.C             | Male   | ✓  | ✓                      |                   |                    |                                   | ✓                   |                          | ✓                          | ✓                         | ✓   |                                | ✓                                   |                             |
| HUNG, JUI-TING (Note2)   | R.O.C             | Male   |  |                        |                   | ✓                  |                                   | ✓                   | ✓                        | ✓                          | ✓                         | ✓   | ✓                              | ✓                                   |                             |
| OU, YU-LUN   | R.O.C             | Male   |  |                        |                   | ✓                  | 6.5 years                         | ✓                   |                          |                            | ✓                         | ✓   | ✓                              | ✓                                   | ✓                           |
| LIN, KO-WU   | R.O.C             | Male   |  | ✓                      |                   |                    | 3.5 years                         | ✓                   | ✓                        | ✓                          | ✓                         | ✓   |                                | ✓                                   | ✓                           |
| SUNG, HE-YEH (Note2)   | R.O.C             | Male   |  |                        |                   | ✓                  | less than 1 year                  | ✓                   | ✓                        | ✓                          | ✓                         | ✓   |                                | ✓                                   | ✓                           |
| SU, EN-PING (Note1)  | R.O.C             | Female |  |                        |                   | ✓                  |                                   | ✓                   |                          | ✓                          | ✓                         | ✓   |                                |                                     |                             |
| SU, PO-CHEN (Note1)  | R.O.C             | Male   |  |                        |                   | ✓                  |                                   | ✓                   |                          | ✓                          | ✓                         | ✓   | ✓                              | ✓                                   |                             |
| YU, NENG-YUAN (Note1)  | R.O.C             | Male   |  | ✓                      |                   |                    | 3 years                           | ✓                   | ✓                        |                            | ✓                         | ✓   |                                |                                     | ✓                           |

Note 1: The company re-elected directors on June 8, 2022. Director SU, EN-PING, director SU, PO-CHEN, and independent director YU, NENG-YUAN were not re-elected.

Note 2: There are three new directors, the legal person director LAURE INTELLECT CORP. (representative: SU, EN-PING), the natural person director HUNG, JUI-TING, Natural person director SUNG, HE-YEH (independent director).