

## Board Diversity

The Company's Board of Directors consists of 9 seats, including 4 independent directors and 5 non-independent directors (including 1 vacancy). The board composition is based on the "Corporate Governance Best Practice Principles" and the "Rules for Election of Directors," considering board diversity from multiple perspectives, with members possessing extensive experience and expertise. The diversity of the Board of Directors is as follows:

Title/Name	Gender	Nat.	Indep. Dir. Tenure	Emp. Status	Age				Industry Experience				Professional Competencies						
					Under 50	51-60	61-70	71 and above	Finance & Law	IT & Tech	Sales & Marketing/Procurement	R&D	Ops Judgment	Finance & Accounting	Business Mgmt / Crisis Mgmt	Industry Knowledge	Intl. Market View	Leadership & Strategy	
Chairman Lin, Huo-Li	M	R. O. C	-	●			●			●	●		●		●	●	●	●	●
Director Wu, Shih-Lu	M	R. O. C	-				●			●			●		●				●
Director Tsao, Yun-Hua	F	R. O. C	-	●		●			●					●	●	●			
Director Chen, Hsiu Wei	F	R. O. C		●		●					●		●			●			
Director Lin, Hsiang-Jung	M	R. O. C	-			●					●		●		●	●			
Director Chang, Kuo-Wei	M	R. O. C	-			●						●			●	●	●		
Independent Director Chen, Chia-Yu	M	R. O. C	less than 3 terms			●			●				●	●			●		
Independent Director Wan, Chia Sen	M	R. O. C	less than 3 terms			●				●					●	●			●
Independent Director Chen, Li-Yuan	M	R. O. C	less than 3 terms			●			●				●	●	●				
Independent Director Tsai, Wen-Pin	M	R. O. C	less than 3 terms			●			●				●		●				●

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Independent Director Ding Jiann-Shing	M	R. O. C	less than 3 terms				●			●					●	●	●	

**Note 1:** Director Chen Hsiu-Wei and Independent Director Tsai Wen-Pin resigned on March 5, 2025.

**Note 2:** Director Lin Hsiang-Jung and Independent Director Ting Chien-Hsing were elected at the Annual General Meeting on March 5, 2025; Director Lin Hsiang-Jung subsequently resigned as Vice President on December 18, 2025, and was removed from his directorship on February 13, 2026, due to his passing

Gender Ratio		Indep. Dir. Ratio	Mgmt. Team Ratio	Age Distribution	
Male	Female			Under 60	60 & Over
78%	11%	44%	22%	56%	33%

The current Board of Directors includes one female member, representing 11% of the total board, which is below the one-third threshold. This is primarily because the board's composition prioritizes professional background and management experience, and historically, the market for such talent has been male-dominated. Our company is committed to gender equality in the composition of the Board of Directors and aims to increase the number of female directors to over one-third (33%). For the upcoming (third) board election, we will incorporate gender ratio considerations and recruit more candidates with relevant professional backgrounds to ensure our board diversity objectives are achieved.