

## 2. Board diversity and independence:

### (1) Diversity of the board:

To enhance corporate governance and facilitate a sound development of the Board of Directors' composition and structure, the Company accounts for diversity when selecting members of the Board of Directors. Furthermore, by factoring in its operations, operational type, and development requirement, the Company has also formulated an appropriate diversity policy, which comprises criteria including, but are not limited to, the following two aspects:

A. Basic criteria and value: Gender, age, nationality, and culture.

B. Professional knowledge and skill: Professional background and skill, and industry experience.

In addition, members of the Board of Directors as a whole possess required abilities, including the ability to make operational judgments; ability to perform accounting and financial analysis; ability to conduct management administration; ability to conduct crisis management; knowledge of the industry; an international market perspective; ability to lead; and ability to make policy decisions.

Below are the Company's policy on Board of Directors membership diversity, and the implementation of the policy:

Name of Director		Basic composition						Professional background				Professional knowledge and skill						
		Gender	Nationality	Currently serving as the Company's employee	Age		Term and seniority of independent director		Financial accounting	Business administration	Industry knowledge	Legal professionalism	Operational judgment capability	Business administration capability	Crisis management capability	International market perspective	Leadership	Decision-making capability
					60~69	70~75	under 3 years	3~6 years										
Director	Chang Te-Jen	Male	R O C	V		V						V	V	V	V	V	V	
Director	Chang Te-Hsiung	Male				V			V	V	V		V	V	V	V	V	V
Director	Chang Te-Sheng	Male				V			V	V	V		V	V	V	V	V	V
Director	Wu Hsiao-Yen	Female			V					V		V	V	V	V	V	V	V
Independent director	Chan Chin-Yi	Male			V		V		V	V			V	V	V	V	V	V
Independent director	Wu Chien-Hsun	Male			V		V		V	V		V	V	V	V	V	V	V

Independent director	Chuang Pi-Yang	Male				V	V		V	V			V	V	V	V	V	V
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Currently the Company's Board of Directors is composed of 7 directors, including 4 regular directors and 3 independent directors; of the Board of Directors members, those who serve double duties as a director and an employee account for 14%; independent director 43%; and female directors 14%. 4 directors specialize in management and administration, leadership and decision-making, industry knowledge, and legal professionalism, and the other 3 are an expert in financial and accounting affairs, taxation, and law; they as a whole are an embodiment of the implementation of the Company's diversity policy.

(2) Independence of the board:

Of the Company's 7 directors, 3 are independent directors and 1 serves double duty as a director and an employee. All independent directors meet what the competent authority requires of an independent director. In addition, the number of directors who are a spouse or a relative within the second degree of kinship of another director must not exceed half of the Board seats. The Company's Board of Directors only has 3 directors who are a relative within the second degree of one another, and therefore is considered independent.