Board Diversity and Independence

A. Board Diversity: State the Board's policy, goals and the status of achievement on diversity. The diversity policy includes but is not limited to the selection criteria of directors, the professional qualifications and experience, the composition and proportion in relation to the gender, age, nationality, culture required of the Board, as well as a statement of the specific goals and status of achievement according to the aforementioned policy.

On December 18, 2015, during the No.17 meeting of the 6th Board of Directors, the Company established the Corporate Governance Principles. In Chapter III, the Board's functions were strengthened, including the adoption of a diversity policy to ensure the diversity and independence of board members. The current Board of Directors consists of 10 directors, comprising 5 independent directors and 5 non-independent directors, all of whom are distinguished figures from academia and industry. We prioritize gender equality in the composition of the Board, aiming for at least one seat held by individuals with financial and accounting expertise and at least one seat held by each gender. Currently, 90% (a total of 9) of the board members are male, female directors account for 10% (one member). We will increase female representation on the board during the June 2025 re-election. For the achievement of gender equality goals.

If the representation of either gender on the Board of Directors of the Company falls below one-third, the reasons for this shall be stated, along with the planned measures to enhance gender diversity among the directors:

I. Explanation of Reasons: The Company has established a board of 10 directors in accordance with its Articles of Incorporation. The current directors were elected at the shareholders’ meeting held on June 10, 2025. However, there is only one female director. Although this complies with the relevant regulations at the time, it does not reach one-third representation. This is primarily due to the nature of the industry, as well as the difficulty of identifying suitable candidates within a short period of time.

II. Measures Adopted: Prior to the next board re-election upon expiration of the current term, the Company will seek recommendations for qualified candidates through channels such as industry and academic institutions in order to increase corporate governance effectiveness and implement board diversity policies.

The current Board of Directors comprises 10 members, all of whom have practical experience in managing TWSE/TPEx listed companies. In addition to their leadership, decision-making, crisis management, and international market observation skills, the 5 independent directors have the following backgrounds:

William W. Shen, an independent director, is a professor in the Department of Public Finance Taxation at the National Taichung University of Science and Technology; Bing-Yue Tsui, an independent director, is a professor in the Institute of Electronics at National Yang Ming Chiao Tung University; Tai-Haur Kuo, an independent director, is a professor in the Department of Electrical Engineering at National Cheng Kung University; and Cheng-Yan Chien an independent director, previously served as Vice President at the Taipei Branch of JPMorgan; and Yu-Kuan Lin an independent director, previously served as CPA at the PricewaterhouseCoopers, Taiwan, possessing expertise in legal practice, financial accounting, industry knowledge, and operational judgment. Among the 5 non-independent directors, Chairman Ming-Chien Chang, Director Hsing-Hai Chen, Director Yeong-Wen Daih, Director Kuan-Chun Chang, and Director Ming-Lin Shieh have all held important management positions such as chairman, general manager, and deputy general manager in TWSE/TPEx listed companies. They have expertise in technological development and along with a familiarity with technological development in the semiconductor industry chain, factory operations, organizational management, product marketing, industry knowledge, and operational judgment, and also possess the foundational capabilities for sustainable business operations.

The 10th term of the Board members is experienced in leadership, business management, risk response, industrial knowledge, and global perspective. The detail is listed below.

1. Basic conditions and value: gender, age, nationality and culture.
2. Professional knowledge and skills: operational judgment capability, accounting and financial analysis capability, business management capability, risk management capability, industry knowledge, international market outlook, leadership capability, and decision-making capability.

The current Board of Directors of the Company consists of 10 directors. The specific management objectives of the board diversity policy and their achievement status are as follows:

Diversity management objectives	Achievement status
The number of independent directors exceeds one third of the board seats	Done
It is advisable that the number of the directors who concurrently serve as the managers of the Company should not exceed one-third of the board seats.	Done
The independent directors shall not hold office for more than 3 terms.	Done
Adequate and diverse professional knowledge and skills	Done
The objective is to ensure the presence of at least one female director on the Board.	Done
The board shall have at least one-third of its seats held by a single gender.	Unachieved

The implementation status of the board diversity policy is as follows:

Core projects of diversity / Names of directors	Basic composition						Industry experience			Professional capabilities					
	Nationality	Gender	Also serve as an employee of the Company	Age	Term of office of Independent Director		Accounting	Finance	Industry	Operational judgment capability	Business management capability	Leadership and decision - making capability	Risk management capability	Industry knowledge	International market outlook
				55 to 73	1 to 9 years	More than 9 years									
Ming-Chien Chang	Taiwan	Male	V	V					V	V	V	V	V	V	V
Hsing-Hai Chen	Taiwan	Male		V					V	V	V	V	V	V	V
Yeong-Wen Daih	Taiwan	Male	V	V					V	V	V	V	V	V	V
Kuan-Chun Chang	Taiwan	Male	V	V			V	V	V	V	V	V	V	V	V
Ming-Lin Shieh	Taiwan	Male		V			V	V	V	V	V	V	V	V	V
William W. Shen	Taiwan	Male		V	V		V	V	V	V	V	V	V	V	V
Bing-Yue Tsui	Taiwan	Male		V	V				V	V	V	V	V	V	V
Tai-Haur Kuo	Taiwan	Male		V	V				V	V	V	V	V	V	V
Cheng-Yan Chien	Taiwan	Male		V	V		V	V	V	V	V	V	V	V	V
Yu-Kuan Lin	Taiwan	Female		V	V		V	V	V	V	V	V	V	V	V

B. Board independence: State the number and ratio of independent directors, and explain that the Board is independent. Also, state with reasons whether circumstances set out in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act have occurred, including the existence of spousal relationship or second-degree of kinship in directors or supervisors or between directors and supervisors.

a. Number of Independent Directors and the ratio: There are 5 independent directors, composed of 50% of the Board. All independent directors fully comply with the regulations established by the Financial Supervisory Commission concerning independent directors. The specifics of their independence are as follows:

Name	Whether the individual, spouse, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the company or its related enterprises	Number and percentage of company shares held by the individual, spouse, or relatives within the second degree of kinship (or under the name of others)	Whether serving as a director, supervisor, or employee of a company with a specific relationship to this company	Amount of remuneration received in the past two years for providing commercial, legal, financial, accounting, or other services to the company or its related enterprises
William W. Shen	No	None	No	None
Bing-Yue Tsui	No	None	No	None
Tai-Haur Kuo	No	None	No	None
Cheng-Yan Chien	No	None	No	None
Yu-Kuan Lin	No	None	No	None

b. The Board of Directors is independent of others. Reasons shall be provided explaining whether circumstances set out in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act have occurred, including the existence of spousal relationship or second-degree of kinship in directors or supervisors or between directors and supervisors: The Board of Directors is mainly composed of the professional managers in the Company. The independent directors are mainly held by external professionals. No circumstances set out in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act were found, nor were the spousal relationship or second-degree of kinships found among the directors.