

## Diversity and independence of the Board of Directors

### (1) Diversity of the Board of Directors:

A diversity policy is provided in the Company's Corporate Governance Code of Conduct and Regulations Governing the Election of Directors, stipulating that the composition of the board of directors shall be determined by taking diversity into consideration and formulating an appropriate policy 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:

A. Basic requirements and values: Gender, age, nationality, and culture.

B. Professional knowledge and skills: Professional background (e.g. law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Each board member shall have the necessary knowledge, skill, and experience to perform their duties; the abilities that must be present in the board as a whole are as follows:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. International market perspective.
7. Ability to lead.
8. Ability to make policy decisions.

- The Company has nine directors (including three independent directors) on the board. The board members have extensive work experience in the fields of semiconductor, business administration, financial management, medicine, and construction. To achieve the ideal goal of corporate governance, the board of directors shall possess 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.

The Company's board members are all Taiwanese citizens. The board is structured as follows: 6 directors (67%) and 3 independent directors (33%). One director is an employee of the Company, accounting for 11%. In terms of age, two and seven board members were aged 51–60 and 61–70 years, respectively.

➤ The implementation of board diversity is as follows:

Title	Chairman	Vice-Chairman	Director's representative	Director			Independent director		
Name	Chin-Kung Lee	Chi-Chun Hsieh	Ping-Kun Hung	Gauss Chang	Kao-Yu Liu	Kuan-Hua Chen	Semi Wang	Dar-Yeh Hwang	Shi-Jer Sheen
Gender	Male	Male	Male	Male	Male	Male	Male	Male	Male
Age	61~70	61~70	61~70	61~70	51~60	51~60	61~70	61~70	61~70
Concurrently an employee of the Company				✓					
Term of office for independent directors (3 terms or less)							✓	✓	✓
Professional Background									
Technology	✓	✓	✓	✓	✓	✓	✓	✓	✓
Finance			✓			✓		✓	✓
Ability and Experience									
Industry experience	✓	✓	○	✓	○	○	✓	○	○
Ability to make operational judgments	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ability to conduct management administration	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ability to conduct crisis management	✓	✓	✓	✓	✓	✓	✓	✓	✓
International market perspective	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ability to lead and make decisions	✓	✓	✓	✓	✓	✓	✓	✓	✓

Note: ✓ denotes ability, ○ denotes some ability

Reasons for the Board of Directors not meeting the one-third gender representation threshold and measures planned to enhance gender diversity : The Company's current Board of Directors does not include any female members because the technology industry has long been a male-dominated industry, which makes talent recruitment relatively difficult. Going forward, the Company will

actively hire skilled female directors to serve on the board, and continue to promote gender diversity by gradually increasing the percentage of women on the board to achieve diversity governance.

- Specific management objectives and the status of implementation in relation to the Company's current board diversity policy are as follows:

Management objective	Status of achievement of objective
1. At least one board member possess financial accounting background	Achieved
2. At least one board member possess professional knowledge and skills	Achieved
3. The number of directors concurrently serving as managerial officers did not exceed one-third of the total number of the board members	Achieved
4. The number of Independent Directors is not less than one-third of the total number of directors	Achieved
5. At least one female director serves on the board	The percentage of women on the board will be increased during the next director election.

Note: During the next shareholders' meeting in 2026, we intend to appoint at least one female director (accounting for 11% of the board) in order to further strengthen the company's sustainability governance in line with the board diversity policy, the government's board gender equality program, and international governance trends.

(2) Independence of Board of Directors:

- The Company nominates and elects board members in accordance with the Articles of Incorporation by using the candidate nomination system. The Company also complies with the Corporate Governance Code of Conduct and Regulations Governing the Election of Directors, both stipulate that the election of directors for the Company shall take into account the overall composition of the Board of Directors. The Company has seven to eleven directors, and the Board of Directors is authorized to determine the number of directors. Directors of the board shall serve a term of three years, and are elected from the list of candidates at the shareholders' meeting. The professional qualifications of independent director candidates, shareholdings, restrictions on concurrent positions held, and methods of nomination and election, shall conform to the Company Act and Securities and Exchange Act, among other applicable laws and regulations.
- Company directors shall exercise a high degree of self-discipline. If a director is an interested party with respect to any proposal discussed at the board meeting, the director shall state the important aspects of the interested party relationship at the meeting. When the relationship is likely to prejudice the interests of the Company, the director may not participate in discussion or voting on that proposal and shall enter recusal during the discussion and voting. The director also may not act as another director's proxy to exercise voting rights on that

matter.

- The Company appoints three independent directors (accounting for 33% of the board) and inspects the independent directors' qualifications during the election process and issues a statement. One independent director has served a term of seven to nine years, the other has served four to six years, and the third one to three years. All independent directors did not serve more than three consecutive terms. Only two out of all the directors on the board are relatives within the second degree of kinship, which is in compliance with Article 26-3, Paragraph 3, of the Securities and Exchange Act that no more than half of the directors shall be spouses or relatives within the second degree of kinship. All independent directors of the Company fulfilled the regulations concerning independent directors stipulated by FSC. Their status of independence is as follows:

Name	Independence				Conditions specified in any of the sub-paragraphs of Article 30 of the Company Act	
	Did they, their spouses and relatives within second degree of kinship serve as directors, supervisors, or employees of the Company or any of its affiliates?	Number of shares and shareholding ratio held by directors, their spouse, or relatives within the second degree of kinship (or held under the name of a third person)		Are they serving as directors, supervisors, or employees in companies that have certain relations with the Company?		The amount(s) of any pay received for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years
		Shares	Shareholding ratio			
Semi Wang	No	10,000 shares	0.00%	No	NT\$0	None
Dar-Yeh Hwang	No	0 shares	0%	No	NT\$0	None
Shi-Jer Sheen	No	0 shares	0%	No	NT\$0	None