- **Diversity of Board members**

The Board diversity is set out in Chapter 3 "Enhancement of Board Function" of the " Code of Practice for Corporate Governance ".

The Board shall govern corporate strategies, supervise the management and be responsible to the Company and the shareholders' meeting. Procedures and arrangements of the corporate government system shall ensure the Board would exercise its authority pursuant to applicable the laws and regulations in the Article of Incorporation or the resolutions or the shareholders' meeting.

The Company's Board shall have above at least five directors based on its business scale, shareholdings of major shareholders as well as the needs of practical operation.

The concept of diversity shall be incorporated in the composition of Board members. Besides banning directors who are also managers of the Company on taking more than one-third of director seats, appropriate diversity guidelines are formulated based on operations, business types and developments. These guidelines shall include but not limited to the standards of the following two aspects:

①Fundamental conditions and values: Gender, age, nationality, culture, etc. and female directors are advised to account for one-third of all directors.

②Professional knowledge and skills: Professional background (e.g., law, accounting, industry, finance, marketing or technology), professional skills, industry experience, etc.

Board members shall generally possess the knowledge, skills and understanding required to fulfill their mandates. To achieve the ideal goal of corporate governance, the Board as a whole shall possess the following capabilities:

①Business judgement
②Accounting and finance analysis
③Business management
④Crisis management
⑤Industry knowledge
⑥Global market perspective
⑦Leadership
⑧Decision-making

The Company has established a director selection system. The selection process of all directors is open and fair, which is in line with the Company's " Article of Incorporation", "Director Election Method", " Code of Practice for Corporate Governance", "Public Issuance Company Independent Director Appointment and Matters to Be Followed" " and "Securities Exchange Law Article 14-2" etc. The current Board of Directors consists of 7 directors, including 3 independent directors and 2 directors with employee status (42.86% and 28.57% of all directors respectively). Members have rich experience and expertise in the fields of industry, commerce and finance, and fully implement the concept of diversification of Board members. One director age between 71 and 80, three directors age are between 61 and 70, one director ages is between 51 and 60, and two directors age are between 41 and 50.

Diversity Core item / Director Name	Nationality	Gender	Serve in Jih Lin	Age					Professional/ education background	Term of service of independent director			Ability to make operational judgments	Ability to perform accounting and financial analysis	Ability to management	Ability to crisis management	Industry knowledge	International market perspective	Ability to leadership	Ability to decision making
				31 to 40	41 to 50	51 to 60	61 to 70	71 to 80		Less than three years	Three year to nine year	More than nine years								
TSAI, SHANG-YUAN	R.O.C	Male					✓		Industry				✓	✓	✓	✓	✓	✓	✓	✓
TSAI, SHANG-MIN	R.O.C	Male	✓				✓		Industry				✓	✓	✓	✓	✓	✓	✓	✓
TSAI, MENG-WEI	R.O.C	Male	✓		✓				Business marketing				✓	✓	✓	✓	✓	✓	✓	✓
JIANG, CHENG-HAN	R.O.C	Male			✓				Business management				✓	✓	✓	✓	✓	✓	✓	✓
JHENG, EN-CIH	R.O.C	Male						✓	Financial and Tax		✓		✓	✓	✓	✓		✓	✓	✓
WU, JHE-HONG	R.O.C	Male				✓			Industry		✓		✓	✓	✓	✓		✓	✓	✓
WU, LI-JHU	R.O.C	Female					✓		Lawyer	✓			✓		✓	✓		✓	✓	✓

According to the current scale of operation and development, the company has set up seven directors (including three independent directors), including three directors who also serve as managers, three independent directors and one external director, which complies with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.

- **The specific management objectives and achievement of the Board Diversity Policy：**

Management goals	Achievement	Description
The number of directors who are employees of the Company should not exceed one-third of the number of directors	Achieved	Only two of the seven members of the Company’s current Board of Directors are employees of the Company (28.57%), which does not exceed one-third of the number of directors.
One director seat for each person with financial and legal professional background, skills or industrial experience, etc.	Achieved	Independent director of the Company, Mr. En-Cih Jheng, previously served at Taiwan Bank Co., Ltd. for over 40 years and holds professional qualifications in finance. Independent director, Mr. Jhe-Hong Wu, is a professor and department chair at the Department of Environmental Engineering at National Cheng Kung University with academic expertise. Independent director, Ms. Li-Jhu Wu, is the head of GAO MING Law office and has a professional background in law.
The consecutive term of Independent directors should not exceed three consecutive terms	Achieved	The consecutive terms of the three independent directors of the current board of directors of the Company have not exceeded three consecutive terms.
The proportion of female directors in the company reached one-third.	Unachieved	One additional female director was appointed during the board re-election in 2024, however, the number of female directors still did not reach one-third of the total board seats. Moving forward, the Company will actively seek suitable candidates and gradually adjust the proportion of female directors to enhance corporate governance effectiveness and implement board diversity policies.