Directors Implement Board Diversity Policy

In order to implement corporate governance, enhance the functions of the board of directors, and improve the structure of the board of directors, the company has formulated a "Board Diversity Policy" in accordance with Article 20 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" for compliance.

The specific management objectives and implementation of the diversity policy of the board of directors of the Company and the implementation of the diversity policy are as follows:

(1)	The specific	management	objectives an	d achievement	of the Board D	iversity Policy:
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Management goals	Achievement	Discription
The number of directors		
who are employees of the		Only two of the seven members of the Company's current Board of Directors are employees of the
Company should not exceed	Achieved	Company (28.6%), which does not exceed one-third of the number of directors, which is not more
one-third of the number of		than one-third of the number of directors
directors		
Talents with different		
professional backgrounds,		The Company's 70% board members are composed of seven members with professional backgrounds
skills and industry		and industrial experience in business management, aerospace, civil engineering, insurance and
experience are recruited		finance, and law.
The consecutive term of	Achieved	The consecutive terms of the three independent directors of the current board of directors of the
independent directors		Company have not exceeded three consecutive terms

should not exceed three	
consecutive terms	

(2) The Board Diversity Policy is disclosed on the Company's website and annual report.

		Concurrently serve as an employee of the Company			Basi		mpone			Diversified professional and industrial experience											
Diversified Expertises	Gender			Age			Seniority of Independent Directors			Operatio		Operation	Crisis		International			Risk	Corporate		
Name	Genuer				51- 60		Less than 3 years	3 - 9 years	More than 9 years	n Judgment	Accounting and Finance	and Managemen t	Managemen t	Industry Expertise		Leadership	Decision- Making	Management Knowledge and Capability	Governance Experience		
PANJIT INTERNATIONAL INC. Representative: FANG, MIN-TSUNG	Male	v				×				v		v	v	v	v	v	v	v	v		
PANJIT INTERNATIONAL INC. Representative: FANG, MIN-CHING	Male					>				v		v	v	v	v	v	v	v	v		
LIN, YING-SHAN	Male	v			v					v	v	v	v	v	v	v	v	v	v		
ADVANTECH CO., LTD. Representative: LIU, WEI-CHIH	Male		v							v	v	v	v	v	v	v	v	v	v		
LIN, SHANG-AN	Male					~		v		v		v	v	v	v	v	v	v	v		
CHANG, CHIH-MING	Male					v		v		v			v			v	v	v	v		

					Basi	c Cor	mpone	nts				Diversified	d professiona	al and industria	l experience	2		
Diversified Expertises Name		Concurrently serve as an employee of the Company	31-	Ag 41- 50	51-	70	Ind Less than 3	niority epenc irecto 3 - 9 years	lent rs More	Operatio n Judgment	Accounting and Finance	Crisis Managemen t	Industry Expertise	International Market Conception	Leadership	Decision- Making	Risk Management Knowledge and Capability	Corporate Governance Experience
YEH, FANG-TE	Male					v		×		v	v	v			v	v	v	v