

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 and achievement of the Board Diversity Policy:

Management goals	Achievement	Discription
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 (28.6%), which does not exceed one-third of the number of directors, which is not more than one-third of the number of directors
Talents with different professional backgrounds, skills and industry experience are recruited	Achieved	The Company’s 70% board members are composed of seven members with professional backgrounds and industrial experience in business management, aerospace, civil engineering, insurance and finance, and law.
The consecutive term of independent directors	Achieved	The consecutive terms of the three independent directors of the current board of directors of the Company have not exceeded three consecutive terms

Diversified Expertises Name	Gender	Concurrently serve as an employee of the Company	Basic Components						Diversified professional and industrial experience									
			Age				Seniority of Independent Directors		Operation Judgment	Accounting and Finance	Operation and Management	Crisis Management	Industry Expertise	International Market Conception	Leadership	Decision-Making	Risk Management Knowledge and Capability	Corporate Governance Experience
			31-40	41-50	51-60	61-70	Less than 3 years	3 - 9 years										
YEH, FANG-TE	Male					v		v							v	v	v	v