

Board of Directors Diversity Policy

Title	Nationality or place of registration	Name	Gender	Main experience (education)	Other current positions within the Company
Chairman	R.O.C	Chiu Chiang Investment Co., Ltd.	Male 71-75 years old	--	--
		Representative: Chen Shih-Yi		Master of Business Administration, California State University, USA National Taiwan University YAMAHA MOTORS CORP USA President of HONG TAI ELECTRIC INDUSTRIAL CO., LTD.	Chairman of Hong Tai Electric Industrial Co., Ltd. (Institutional Representative) Chairman of Safety Investment Co., Ltd. (Institutional Representative) Director of Etron Technology, Inc (Institutional Representative) Director of Shenjinyuan Investment Co., Ltd. (Institutional Representative) Director of Southern Star Investment Co., Ltd. (Institutional Representative)
Director	R.O.C	Qiqingxin Investment Co., Ltd.	Male 36-40 years old	--	--
		Representative: Chen Chih		Master of Electrical Engineering, University of Southern California Research Fellow. Yenwen Asset Management Co., Ltd. Vice Head of the Business Planning Center, iCatch Technology, Inc. Vice Head of the Business Planning Center, iCatch Technology, Inc	Director of Safety Investment Co., Ltd. (Institutional Representative)
Director	R.O.C	Jyh Tai Investment Co., Ltd.	Male 46-50 years old	--	--
		Representative: Chen Liang-Hua		Master of Business Administration, University of California - San Bernardino, USA RHB Hong Kong Limited (RHB Hong Kong) (Former Vice President of Capital Market Department of OSK Securities)	Chief Strategy Officer, Vice President of Investment Division and South Africa Division, Hong Tai Electric Industrial Co., Ltd. Chairman of Chiu Chiang Investment Co., Ltd. Director of Safety Investment Co., Ltd. (Institutional Representative) Supervisor of Raytek Semiconductor, Inc. (Institutional Representative) Chairman of Jyh Tai Investment Co., Ltd. (Institutional Representative) Director of EYS3D Microelectronics, Co. (Institutional Representative) Director of Great Team Backend Foundry, Inc. Director of South Ocean Holdings Ltd. (Institutional Representative) Director of Moneywin International Ltd. (Institutional Representative) Director of Lianfa Metal Enterprise Co., Ltd. (Institutional Representative) Supervisor of Shiliangze Investment Co., Ltd. Director of Cheng Ta Star Investment Co., Ltd. (Institutional Representative) Supervisor of Yuan Chuang Co., Ltd.

Title	Nationality or place of registration	Name	Gender	Main experience (education)	Other current positions within the Company
Director	R.O.C	Shinn Bang Investment Co.	Male 46-50 years old	--	--
		Representative: Pan Shao-Ping		Business Administration of the THUNDERBIRD School of Global Management Assistant Vice President of Audit Office.	Senior Vice President of Management Service Department, Hong Tai Electric Industrial Co., Ltd. Supervisor of Shinn Bang Investment Co. Supervisor of Safety Investment Co., Ltd. Director of Moneywin International Ltd. (Institutional Representative)
Independent Director	R.O.C	Chao Jang, Jing	Female 66-70 years old	Master of in Economics, California State University, USA Chief Financial Officer, General Management Department, China Times Media Group Standing directors of China Television Company Supervisor of CTI Television Incorporation	Director, DerMauShin Capital Co., Ltd. Director of China Times Publishing Co. (Institutional Representative) Director of Ardentec Corporation (Institutional Representative) Supervisor of Suhai Design and Production Inc.
Independent Director	R.O.C	Chih Yuan Lu	Male 71-75 years old	PhD in Physics, Columbia University, USA Deputy General Director of ERSO, ITRI General Manager, Ardentec Corporation President of Vanguard International Semiconductor Corporation	Chairman and ECO of Ardentec Corporation Director and President of Macronix International Co., Ltd. Chairman of GIGA SOLUTION TECH. CO., LTD. (Institutional Representative) Chairman of Sheng Tang Investment Ltd. (Institutional Representative) Chairman of Ardentec Semiconductor., Ltd. (Institutional Representative) Director, Macronix (Hong Kong) Co., Ltd. Board Director, Feng Chia University Director, Ardentec Singapore Pte.Ltd. Director, Ardentec Korea Co., Ltd. Chairman of Macronix America Inc. Director, Macronix Europe NV. Director of Macronix Education Foundation Director of Columbia University Foundation Supervisor of Electronics Devices and Materials Association Director of Sun Yun-suan Foundation
Independent Director	R.O.C	Lo Hsueh-Yu	Male 61-65 years old	Master of Accounting and Information Technology, National Chung Cheng University Chairman of Grand Fortune Securities Investment Advisory Co., Ltd. President of Grand Fortune Securities Co., Ltd. Executive Vice President of Taiwan International Securities Co., Ltd. Director of Welldone Company. Independent Director of Everfocus Electronics Corp.	Chairman of Tungying International Co., Ltd. Supervisor of Ze Yang Construction Co., Ltd.

Disclosure of professionalism and experience of directors and independence of independent directors:

Name \ Criteria	Professionalism and experience (Note 1)	Independence (Note 2)	Number of other public companies with the position of independent director
Chiu Chiang Investment Co., Ltd. Representative: Chen Shih-Yi	Master of Business Administration, California State University, USA Current Chairman of Hong Tai Electric Industrial Co., Ltd. ,Chairman of Safety Investment Co., Ltd. ,Director of Etron Technology, Inc ,Director of Shenjinyuan Investment Co., Ltd., Director of Southern Star Investment Co., Ltd. Commercial, legal, financial, accounting and other work experiences required to support corporate operations, capability of professional leadership, marketing, operation and administration as well as strategic planning to lead the Company towards industrial advancement and sustainable operation Without any of the conditions under Article 30 of the Company Act.	Not applicable	None
Qiqingxin Investment Co., Ltd. Representative: Chen Chih	Master of Electrical Engineering, University of Southern California Current Vice Director at the Operation and Distribution Planning Center, iCatch Technology Inc., with leadership in professional fields and commercial, management, and other work experiences required to support corporate operations. Without any of the conditions under Article 30 of the Company Act.	Not applicable	None
Jyh Tai Investment Co., Ltd. Representative: Chen Liang-Hua	Master of Business Administration, University of California - San Bernardino, USA With international perspectives and experience with overseas investment markets as well as commercial, legal, finance, accounting, and other work experiences required to support corporate operations. Without any of the conditions under Article 30 of the Company Act.	Not applicable	None
Shinn Bang Investment CO., Ltd. Representative: Pan Shao-Ping	Business Administration of the THUNDERBIRD School of Global Management Having worked for the Company for years and served multiple positions, with commercial, management, finance, accounting or other work experiences required to support corporate operations. Without any of the conditions under Article 30 of the Company Act.	Not applicable	None

<div>Criteria</div> <div>Name</div>	Professionalism and experience (Note 1)	Independence (Note 2)	Number of other public companies with the position of independent director
Independent Director Chao Jang, Jing (Convener)	Master of in Economics, California State University, USA Currently, Convener of the Company's Audit Committee and Compensation and Remuneration Committee, with commercial, legal, financial, accounting, and other experiences required to support corporate operations, an international CPA, holder of a national certificate after having passed a national exam.	Fulfillment of respective independence criteria below for the two years prior to inauguration and during service: (1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company of any of its affiliates (unless it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations) (3) Not a natural person shareholder who, in person or in someone else's name, or whose spouse or underage child holds more than 1% of the Company's outstanding shares or is a Top-10 natural-person shareholder of the Company.	None
Independent Director Chih Yuan Lu	PhD in Physics, Columbia University, USA Deputy General Director of ERSO, ITRI Current Chairman and Chief Executive Officer of Ardentec Technology Inc. and member of the Company's Audit Committee and Compensation and Remuneration Committee with commercial, legal, finance, accounting, and other work experiences required to support corporate operations, with international perspectives and capable of determining competition on the global professional market, and innovation and leadership, a state scholar at the industrial, governmental, academic, and research levels at the same time in the semi-conductor sector.	(4) Not the spouse or a relative within the second degree of kinship, or a direct blood relative within a third degree of kinship of the manager listed in (1) or the person listed in (2) or (3). (5) Not a director, supervisor, or employee of the institutional shareholder that directly holds at least 5% of outstanding shares of the Company, is one of the Top 5 shareholders of the Company or has a representative to serve as the director or supervisor of the Company in compliance with Article 27 Paragraph 1 or 2 of the Company Act (unless it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations). (6) Not a director, supervisor, or employee of another company that holds a majority of the Company's director seats or shares with voting rights and is controlled by a single person (unless it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations). (7) Not a director, supervisor, or employee of a	None

<p>Independent Director Hsueh Yu Lo</p>	<p>Master of Accounting and Information Technology, National Chung Cheng University Chairman of Grand Fortune Securities Investment Advisory Co., Ltd. Currently, Member of the Company's Audit Committee and Compensation and Remuneration Committee, with commercial, legal, financial, accounting, and other experiences required to support corporate operations, specializing in corporate finance and accounting affairs, abundant experience in industrial planning.</p>	<p>company or institution that has the same chairman, president, or the equivalent position holder as the Company or is owned by the spouse of the person holding the said position (unless it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations). (8) Not a director, supervisor, manager, or shareholder with more than 5% ownership interest in any companies or institutions that have a financial or business relationship with the company. (Unless the said specific company or institution holds at least 20% and no more than 50% of outstanding shares of the Company and it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations). (9) Not the owner, a partner, director, supervisor, manager, or the spouse of a professional, sole proprietorship, partner, company, or institution providing auditing service to the Company or any of its affiliates or other related services such as commerce, legal affairs, finance, and accounting with accumulated rewards over the past two years yet to exceed NTD 500,000. This, however, does not include members of the Compensation and Remuneration Committee, the Public Acquisition Review Committee, or the Special Merger and Acquisition Committee that function in compliance with applicable laws and regulations such as the Securities and Exchange Act or the Business Mergers And Acquisitions Act. (10) Not the spouse or a relative within the second degree of kinship of other directors. (11) Without any of the conditions under Article 30 of the Company Act. (12) Not a governmental, juridical person or its representative as defined under Article 27 of the Company Act.</p>	<p>None</p>
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4. Diversification and independence of the Board of Directors:

According to Article 20 of the Company's "Corporate Governance Best-Practice Principles", the composition of the Board of Directors shall be determined by taking diversity into consideration and preparing a suitable diversification policy reflective of its own operation, the operational pattern, and developmental demand. Members of the Board of Directors shall possess the required skills for them to fulfill their duties and in order to accomplish corporate governance, the Board of Directors as a whole shall possess the following capabilities (1) operational judgment, (2) accounting and financial analysis, (3) business management, (4) crisis management, (5) industrial knowledge, (6) international market perspective, (7) leader, and (8) decision-making.

Currently, the Company's Board of Directors consists of 7 directors, including 3 independent directors and among them is one female director, accounting for 14.3% of all directors. Directors aged between 71 and 80 account for 42.9%, directors aged between 61 and 70 account for 14.3%, directors aged between 41 and 50 account for 28.6%, directors aged between 31 and 40 account for 14.3%, and the average age of all directors is about 60 years old.

Title	Name	Gender	Diversification								
			Operational judgment	Financial and accounting analysis	Business management	Crisis management	Industrial and academic knowledge	International horizon	Leadership	Decision-making ability	Industrial experience/professional skills
Representative of Chiu Chiang Investment Co., Ltd.	Chairman Chen Shih-Yi	Male	V	V	V	V	V	V	V	V	Wire/cable
Representative of Qiqingxin Investment Co., Ltd.	Director Chen Chih	Male	V	V	V	V	V	V	V		Technology
Representative of Jyh Tai Investment Co., Ltd.	Director Chen Liang-Hua	Male	V	V	V	V		V			Finance and investment
Representative of Shinn Bang Investment Co. Ltd.	Director Pan Shao-Ping	Male	V	V	V	V					Finance and accounting
Independent Director	Chao Jang, Jing	Female	V	V	V	V	V	V	V	V	Finance and accounting
Independent Director	Chih Yuan Lu	Male	V	V	V	V	V	V	V	V	Semi-conductor sector
Independent Director	Hsueh Yu Lo	Male	V	V	V	V				V	Finance and investment

Diversification	Fulfillment of substantial management goals	Goal achievement
Gender	Including at least 1 female director	Fulfilled
Expertise or background	At least 1 with the eligibility of an CPA	Fulfilled

5.Independence of Board of Directors:

The Company's Board of Directors consists of 7 directors, including 3 independent directors. The Audit Committee, composed of all independent directors, exercises its powers independently.

Among the members of the Board of Directors, except for Chairman Chen Shi-Yi and Director Chen Liang-Hua, who are of the first degree of kinship, the other (5) directors are free of the conditions specified in Article 26-3 Paragraphs 3 and 4 of the Securities and Exchange Act.

All independent directors meet regulatory requirements.

Note 1:Professionalism and experience: Specify the professionalism and experience of individual directors and supervisors. If a member of the Audit Committee possesses accounting or financial expertise, for example, the accounting or financial background and work experience as well as the conductions in respective sub-paragraphs of Article 30 of the Company Act shall be specified.

Note 2: For independent directors, fulfillment of the independence criteria shall be specified, including, without limitation, whether or not they, their spouse, or relatives within the second degree of kinship are the Company's or any of its affiliates' director, supervisor, or employee, the number of shares held by them, their spouse, or relatives within the second degree of kinship in person or in someone else's name and the shareholding ratio, whether or not they, their spouse, or relatives within the second degree of kinship are the director, supervisor, or employee of a company in a specific relationship with the Company (refer to the requirements in Article 3 Paragraph 1 Sub-paragraphs 5-8 of the

Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies and the compensation value received over the most recent 2 years by providing the Company or any of its affiliates with commercial, legal, financial, and accounting services, among others.