

## Diversity and Independent of Board Members

### (1) Diversity of Board Members:

- The Company has formulated the “Corporate Governance Best Practice Principles” and stated in Article 20 that the policy of board member diversity shall include but not limited to the following two aspects of standard:
  - Basic qualification and value: gender, age, nationality, and culture.
  - Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience.
- The Company has a total of 9 Directors, including 3 Independent Directors (accounting for 33.3%), with tenure of less than 3 years; Meanwhile, 1 Directors are employees (accounting for 11%). Mr. Richard Chen has professional background in accounting and financial analysis; Mr. Joseph Wang, Mr. Victor Wu, Mr. Richard Lee and Mr. Chun-Hsiung Chu possess the expertise in legal background and can provide professional advice to the Company from different perspectives.
- Specific management objectives and achievement of the Board's Diversity Policy:

Management Target	Status of Achievement
Directors concurrently serving as the Company’s managerial officers shall not exceed one-third of the total number of the board members.	Achieved. The directors are employees accounting for 11%.
Independent Director shall serve no more than three consecutive terms.	Achieved. All three independent directors in 13 <sup>th</sup> session served as independent directors of the Company for the second time.
Independence Director serve as director (including independence director) or supervisor of no more than five other TWSE/TPEX listed companies at the same time.	Achieved. None of the three independent directors had any such affair.
Achieved one-third of independent directors.	Achieved. The Company has a total of 9 Directors, including 3 Independent Directors.
The Directors have diverse backgrounds and professional capabilities.	Achieved. The Directors have diverse professional backgrounds, including the networking equipment industry, technology industry, media and communications, sustainable development, finance and accounting, and law. (Please refer to the next page for more information on the implementation of diversity by the 13th Board of Directors.) In 2023, a 3-hour Director training course will be organized with the theme of "Integrating Strategic Development and New Perspectives on Enterprise Risk Management with ESG". Additionally, courses on corporate governance and information security will be planned for 2024, aiming to enhance the diverse professional capabilities of the Directors.
At least one Director should have experience in AI startups or cybersecurity.	Achieved. Mr. Brian Kao currently serves as the Chairperson of Sixnology Inc., He has extensive expertise and management experience in AI, cloud, and communication software development. With his leadership, his team has successfully developed a range of IoT products with a focus on AI technologies, including speech recognition and image recognition. In addition, he has also excelled in the field of information security and has authored or translated multiple books, including works such as "Building Secure Software Systems with Zero Defects".
One-third of the Board of Directors	Not achieving. The 13th Board of Directors have been elected in 2023, and

consists of female members.	one female director has been elected. The objective is to have one-third of female members in the 14th Board of Directors in 2026.
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- The implementation status of Board members diversity in 13<sup>th</sup> session is shown in the table below:

Date: 2023.12.31

Name of Directors	Basic Information						Ability		
	Gender	Employee of the Company	Age			Tenure of Independent Director			
			Under 50 years	51 to 60 years	61 to 70 years	Under 3 years		3 to 9 years	Over 9 years
Victor Kuo	M	✓			✓		Networking	He founded Amit Wireless Inc. to develop wireless IoT products. He once served as the CEO and the president of Amigo Technology Inc. He has been in the network communication industry for many years .	
							ESG	As the Chairperson of the Company and a member of the ESG Committee, he has successfully led the Company to achieve a ranking in the top 5% category in the 9th Corporate Governance Evaluation. This evaluation compares companies in the same industry with a market value ranging from NT\$ 5 billion to NT\$ 10 billion.	
Joseph Wang	M				✓		Legal	He has served as the attorney at law of Prolaw Law Firm. With profound legal expertise.	
							ESG	He has served as the committee member of the Corporate Sustainability Committee of Gloria Material Technology Corp and is committed to promoting sustainable development policies, leading Gloria Material Technology Corp to achieve the top 5% performance of the 8th and 9 th Corporate Governance Evaluation.	
Amy Wu	F				✓		Media	She has held positions as the Editor-in-chief of Investment Media, Deputy Editor-in-chief of Business Today and Business Weekly. She has been in the media industry for many years.	
							ESG	She is actively promoting the	

											sustainable development in Taiwan Steel Group and have successfully obtained the certification of Corporate Sustainability Manager.	
Fred Fong	M				✓						Technology	He has held positions as the Technical Director at NXP Semiconductors Taiwan Ltd. and the President at Koninklijke Philips N.V., With technology expertise.
Brian Kao	M		✓								Networking	He has worked as a software development engineer at Alpha Networks Inc. and as a project manager at Xiang Hu Internet Technology Co., Ltd., demonstrating his expertise in the industry.
											AI Innovation	He currently serves as the Chairperson of Sixnology Inc. He has extensive expertise and management experience in AI, cloud, and communication software development. With his leadership, his team has successfully developed a range of IoT products with a focus on AI technologies, including speech recognition and image recognition.
Victor Wu	M		✓								Legal	currently serves as a municipal government consultant for the Taipei City Government, the managing lawyer at Po Hung Law Firm, with his legal expertise
Richard Chen	M			✓			✓				Accounting	He has served as the accountant at Trust Worthy CPAs Firm. He obtained the securities analyst and the land administration agent licenses
Richard Lee	M				✓		✓				Legal	He used to be the district court chief judge and chief justice. He has served as the partner Lawyer at Yuan-Chen Law Firm.
Chun-Hsiung Chu	M		✓					✓			Legal	He has practiced as an attorney for more than 30 years. Currently, he is a Lawyer of Cyuan-Ying Law Office.
											ESG	He has long served as a member of the Neighborhood Committee of the Ministry of National Defense, and is responsible for assisting in the sustainable work of general construction and regional revitalization in each township. Moverover, he is also the convener of the Company's ESG Committee.

**(2) Independent of Board Members:** The current board of directors of the Company consists of 9 directors, including 3 independent directors (accounting for 33.3%). All directors meet the

independence criteria and have not served more than three consecutive terms. In addition, none of the directors has a relationship within the spousal or second degree of kinship, which complies with the provisions of Paragraphs 3, Article 26-3, of the Securities and Exchange Act.