

Board diversity policy and status

1. Board diversity policy:

The Company has formulated the “Corporate Governance Best Practice Principles”, and the composition of the Board of Directors shall take diversity into consideration. In addition to the requirement that the number of directors who also serve as managers of the Company shall not exceed one thirds of the director seats, the Company has also formulated an appropriate diversity policy according to its own operation, operating mode, and development needs., including but not limited to the standards in the following two dimensions:

- (1) Basic conditions and values: gender, age, nationality, culture, etc.
- (2) Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, etc.

In order to achieve the ideal goals of corporate governance, Board members must have the following relevant knowledge, skills, and literacy required to perform their duties:

- (1) Operation judgment abilities.
- (2) Accounting and financial analysis abilities.
- (3) Operations management abilities.
- (4) Crisis management abilities.
- (5) Industry knowledge.
- (6) International market perspective.
- (7) Leadership abilities.
- (8) decision-making abilities.
- (9) Risk management knowledge and abilities.

2. Board diversity status and objectives:

There are 9 directors for the 9th term of the Board of Directors of the Company. In addition to their abilities to lead decision-making, crisis management, risk management, international market perspective, etc., each member also possess his/her own expertise in various fields for deep cultivation: The Chairperson Ou Shu-Fang and the director Lin Pi-Jung are both ophthalmologists; the director Chou Tsan-Der had been serving in the education and public affairs system for a long time, and used to be the administrative deputy minister of the Ministry of Education; the director Chang Hong-Jen serves as the chairman of the biotech and medical industry, with a background in public health and medicine; the director Weng Su-Hei as well as the two independent directors Xiao Min-Zhi, and Liu Vincent are all in the core management team of the enterprise, and they have been specializing in the operations management in the manufacturing and retail industries for a long time, leadership, and efficient decision-making respectively; the independent director Yang Yun-Hua is a

professor at the Law School of National Chengchi University and has a professional background in law; and the independent director Chen Wei-Ru is an Associate Professor of Strategy at the China Europe International Business School (CEIBS) and serves as an independent director for multiple publicly listed companies in mainland China. All members of the Board of Directors have the necessary capabilities to perform their duties.

The Company attaches great importance to the independence of the Board of Directors' operations, and it aims to set the proportion of independent directors to one-third or more of the total Board seats in order to improve the Board of Directors' structure. Additionally, in order to implement gender equality in the composition of the Board of Directors, there should be at least two female directors.

The night term of the Company's Board of Directors consists of night directors, including five directors and four independent directors; the proportion of independent directors is four-night, and there are two female directors. Both targets have been achieved.

3. The implementation status of board diversity is set out as follows:

Core item Name Title	Basic composition									Industry experience					Professional skills				
	Nationality	Gender	Concurrently serving as an employee of the Company	Age			Term of independent director			Biotechnology and medicine	Retail	Manufacturing	Education	Legal affairs	Financial accounting	Law	IT	Marketing	Risk Management
				51 to 60	61 to 70	71 to 75	Less than 3 years	3 to 9 years	9 years or more										
Ou Shu-Fang Chairperson	ROC	F			✓					✓	✓							✓	✓
Pi-Jung Lin Director	ROC	M	✓		✓					✓	✓				✓		✓	✓	✓
Chou Tsan-Der Director	ROC	M				✓							✓						✓
Weng Su-Hei Director	ROC	F			✓						✓						✓	✓	✓
Chang Hong-Jen Director	ROC	M			✓					✓			✓	✓		✓			✓
Xiao Min-Zhi Independent director	ROC	M			✓				✓			✓			✓				✓
Liu Vincent Independent director	German	M			✓			✓				✓			✓				✓
Yang Yun-Hua Independent director	ROC	M		✓				✓					✓	✓		✓			✓
Chen Wei-Ru Independent director	Singapore	M		✓			✓				✓	✓	✓					✓	✓