

## **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.

The members of the Board of Directors have the necessary knowledge, skills, and literacy to perform their duties. In order to achieve the ideal goals of corporate governance, the overall capabilities of the Board of Directors are set out as follows:

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

### **2. Board diversity status and objectives:**

There are 8 directors for the 8th term of the Board of Directors of the Company. In addition to their ability 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 Pi-Jung Lin 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 Weng Su-Hei as well as the three independent directors Chen Yan-Jun, 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; and the independent director Yang Yun-Hua is a professor at the Law School of National Chengchi University and has a professional background in law.

The Company's independent directors account for one half of the total board seats. The Company also pays attention to gender equality in the composition of the Board of Directors. The target ratio of female directors is 25% or more, and the achievement rate is 100%.

### 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		✓						✓								✓	✓
Chen Yan-Jun Independent director	ROC	M		✓				✓		✓	✓			✓				✓	✓
Xiao Min-Zhi Independent director	ROC	M			✓			✓			✓			✓					✓
Liu Vincent Independent director	German	M			✓			✓			✓			✓					✓
Yang Yun-Hua Independent director	ROC	M		✓			✓					✓	✓		✓				✓