

2022 Diversity Policy of Board Members

- (1) 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:
- A. Basic qualification and value: gender, age, and nationality.
 - B. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience.
- (2) The Company has a total of 8 Directors, including 3 Independent Directors (accounting for 37.5%), with tenure of less than 3 years; Meanwhile, 2 Directors are employees (accounting for 25%). Mr. Richard Chen has professional background in accounting and financial analysis; Mr. Joseph Wang, 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 25%.
Independent Director shall serve no more than three consecutive terms.	Achieved. All three independent directors in 12 th session served as independent directors of the Company for the first time.
At least 1 Director has relevant expertise in the networking industry.	Achieved. Director Victor Kuo has been in the networking industry for many years.
At least 1 Independent Director has professional or experience in sustainable development.	Achieved. Independent Director Chun-Hsiung Chu is currently a member of the Audit Committee of the Neighborhood Fee Committee of Ministry of National Defense's each headquarters, having encouraged and reviewed the promotion of environmental

	sanitation, sustainable development, and local creation in villages for a long time.
At least one female director.	<p>Not Achieved. At least one female director after the re-election of directors upon the expiration of original directors' tenure in 2023 in order to achieve the policy of gender equality and diversity and continuously improve corporate governance.</p> <p>(Note: This target has been achieved after the re-election of directors in 2023. Among the members of the 13th session board of directors, Mrs. Amy Wu is a female director.)</p>

(3) The implementation status of Board members diversity in 12th session is shown in the table below:

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Item Name of Directors	Basic Information							Ability										
	Gender	Employee of the Company	Age			Tenure of Independent Director			Operational Judgement	Accounting and Financial analysis	Management administration	Crisis management	Industrial Knowledge	International market perspective	Leadership	Decision making	Sustainability Professional	Risk Management
			Under 50 years	51 to 60 years	61 to 70 years	Under 3 years	3 to 9 years	Over 9 years										
Victor Kuo	M	✓	✓						✓		✓	✓	✓	✓	✓	✓	✓	✓
Joseph Wang	M		✓						✓		✓	✓		✓	✓	✓		✓
Howard Kao	M	✓	✓						✓		✓	✓	✓	✓	✓			
David Tai	M		✓						✓	✓	✓	✓	✓	✓	✓			
Alan Yu	M			✓					✓	✓	✓	✓	✓	✓	✓			✓
Richard Chen	M		✓		✓				✓	✓	✓	✓		✓	✓			✓
Richard Lee	M			✓	✓				✓		✓	✓		✓	✓			✓
Chun-Hsiung Chu	M		✓		✓				✓		✓	✓		✓	✓	✓		✓