

## Board Organization

To strengthen the Corporate Governance and promote the sound development of the composition and structure of the Board of Directors, the "Corporate Governance Code of Practice" formulated by the Company contains a diversification policy of the Board of Directors members. As per policy: the composition of the Board of Directors shall take into consideration the company operation structure, business development orientation, future development trend and other needs, and shall evaluate various diversified aspects e.g. basic conditions and values (such as gender, age, nationality and culture, etc.), professional background (such as law, accounting, industry, finance, marketing or technology, etc.), professional skills and industry experience, etc., who are generally prepared with the knowledge, skills and accomplishments necessary to perform the duties to achieve the ideal goal of Corporate Governance.

The 11th Board of Directors of the Company (re-elected in June 2020) consists of 13 directors, including 10 directors and 3 independent directors. All independent directors shall not serve more than three consecutive terms. Director members with the role as an employee account for 23% of all director members and 23% of all directors. Percentage of Female Directors is 23%. In addition, most director members have rich experience and expertise in finance, business and management, and can fully assist the company in formulating major policy orientations and responding to market crises.

## Director Professional qualifications and experience

Condition Name	Professional qualifications and experience (Note1)
Chairman: Sheng, Kuo-Jung	MBA, the University of Sydney, Chairman, Hota Industrial Mfg. Co., Ltd. Chairman, Kao Fong Machinery Co., Ltd. Chairman, Hwa Fong Rubber Ind. Co., Ltd. Executive V.P., Taiwan Science Park Association of Science and Industry Senior Advisor to the President, Presidential Office Ability: Operation Judgment, Accounting & Finance, Operation Management, Industry Knowledge, Leadership Policy, Crisis Handling Leading the Company growth steady and go sustainability.
Director: Lin, Yen-Huey	Pacific Western University, Vice Chairman, Hota Industrial Mfg. Co., Ltd., Director, World Known MFG (Cayman) Ltd. Ability: Operation Judgment, Accounting & Finance, Operation Management, Industry Knowledge, Leadership Policy, Crisis Handling
Director: Lin, Mei-Yu	Director, Hota Industrial Mfg. Co., Ltd. (Over 30 years) Ability: Industry Knowledge, Operation Management, Crisis Handling

Director: Huang, Feng-Yih	Tainan Vocational High School, Director, YingHui Machine Co., Ltd. Director, Kao Fong Machinery Co., Ltd. Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling
Director: Wang, Hui-O	Director, Hota Industrial Mfg. Co., Ltd. Over 5 years Ability: Industry Knowledge, Operation Management, Crisis Handling
Director: Tsai, Yu-Kung	Department of Machinery, Minghsin Junior Colleges of Technology, Responsible Person, Russ Tiger Enterprise Co., Ltd. Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling
Director: Central Investment Co., Ltd. Representative: Chang, Yu- Jeng	Ph.D. Physics, University of Texas at Austin (US), Chairman, Central Motor Co. Ltd., Chairman, Chin Fong Machine Industrial Co., Ltd., Director, Kao Fong Machinery Co., Ltd. Director, Calin Technology Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling Professional: Operation Judgment and Industry Knowledge
Director: Central Investment Co., Ltd. Representative: Lin, Yue- Hong (Note3)	Soochow University Vice Chairman, Central Motor Co., Ltd. Director, Chin Fong Machine Industrial Co., Ltd. Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling Professional: Operation Judgment and Industry Knowledge
Director: Hao-Qing Investment Ltd. Representative: Sun, Yong- Lu	Master of Management and Development, Feng Chia University Over 5 years Ability: Accounting & Finance, Operation Management, Industry Knowledge, Crisis Handling
Director: Kao Fong Machinery Co., Ltd. Representative: Sheng, Chien-Chih	Master, Drucker Academy (US) Director, Kao Fong Machinery Co., Ltd. Independent Director, Orange Electronic Co., Ltd. Independent Director, Tan De Tech Co., Ltd. Director, World Known MFG (Cayman) Ltd. Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling Professional: Operation Judgment and Industry Knowledge

Independent Director: Chueh, Ming-Fu	Doctor of Laws, National Chengchi University, Attorney at Law, Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling Professional: Law and Professional Advice for Law
Independent Director: Cheng, Wen-Zheng	Master of Management and Development, Feng Chia University, Senior bank executive, Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling Professional: Financial planning and Professional Accounting Service
Independent Director: Liu, Zheng-Huai	Doctor of Business Administration, National Taipei University, Adjunct Professor, Department of Accounting Information, National Taichung University of Science and Technology, Independent Director, Engley Holding (Samoa) Ltd, CPA, Hui-Jia CPA Fir, Ability: Operation Judgment, Operation Management, Accounting & Finance, Industry Knowledge, Leadership Policy, Crisis Handling Professional: Financial planning and Professional Accounting Service

# Diversification and Implementation conditions

Diversity Items  Director Name	Basic Component										Professional ability					
	Nationality	Gender	Employee	age					Term of office for independent directors (Years)		Operation Judgment	Accounting & Finance	Operation Management	Industry Knowledge	Leadership Policy	Crisis Handling
				41-50 years old	51-60 years old	61-70 years old	71-80 years old	81-90 years old	Under 3 years	6-9 years						
Sheng, Kuo-Jung	Taiwanese (ROC)	Male	✓	—	—	—	✓	—	—	—	—	✓	✓	✓	✓	✓
Lin, Yen-Huey	Taiwanese (ROC)	Male	✓	—	—	✓	—	—	—	—	—	✓	✓	✓	✓	✓
Huang, Feng-Yih	Taiwanese (ROC)	Male	—	—	—	✓	—	—	—	—	—	✓	✓	✓	✓	✓
Central Investment Co., Ltd. Representative: Chang, Yu-Jeng	Taiwanese (ROC)	Male	—	—	—	—	✓	—	—	—	—	✓	✓	✓	✓	✓
Central Investment Co., Ltd. Representative: Lin, Yue-Hong	Taiwanese (ROC)	Male	—	—	—	✓	—	—	—	—	—	✓	✓	✓	✓	✓
Kao Fong Machinery Co., Ltd. Representative: Sheng, Chien-Chih	Taiwanese (ROC)	Female	✓	✓	—	—	—	—	—	—	—	✓	✓	✓	✓	✓
Hao-Qing Investment Ltd.	Taiwanese (ROC)	Male	—	—	✓	—	—	—	—	—	—	—	✓	✓	✓	—

Representative: Sun, Yong-Lu																
Tsai, Yu-Kung	Taiwanese (ROC)	Male	—	—	—	✓	—	—	—	—	—	✓	✓	✓	✓	✓
Wang, Hui-O	Taiwanese (ROC)	Female	—	—	—	—	—	✓	—	—	—	—	✓	✓	✓	—
Lin, Mei-Yu	Taiwanese (ROC)	Female	—	—	—	—	✓	—	—	—	—	—	✓	✓	✓	—
Chueh, Ming-Fu	Taiwanese (ROC)	Male	—	—	—	✓	—	—	—	✓	—	✓	✓	✓	✓	✓
Cheng, Wen-Zheng	Taiwanese (ROC)	Male	—	—	—	✓	—	—	✓	—	—	✓	✓	✓	✓	✓
Liu, Zheng-Huai	Taiwanese (ROC)	Male	—	—	—	✓	—	—	✓	—	—	✓	✓	✓	✓	✓