

# 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 12th Board of Directors of the Company (re-elected in June 2023) consists of 13 directors, One independent director resigned in 2024, and the board currently consists of 12 directors (9 directors and 4 independent directors). All independent directors have not served more than 3 terms. Director members with the role as an employee account for 23% of all director members and 31% of all directors. Percentage of Female Directors is 23%. There are 4 seats among the directors occupied by a familial relationship within the second degree of kinship, accounting for 31% of the total; The Company also attaches great importance to gender equality in the composition of the Board of Directors. The current Board of Directors includes 3 female members, and the Company will continue to be committed to increasing the proportion of female directors in the future.

Independent directors and their familial relationship within the second degree of kinship, and between independent directors and directors, do not have spouses or familial relationship within the second degree of kinship, in accordance with Article 26-3, paragraph 3, and paragraph 4 of the Securities and Exchange Act. None of the members of the board of directors have situations listed in Article 30 of the Company Act. 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. The relevant diversification and implementation conditions are as follows:

# Director Professional qualifications and experience

Condition Name	Professional qualifications and experience (Note1)	Independence situation(Note2)	Number of Public Companies the Director/Supervisor Serves as Independent Director
Chairman: Sheng, Kuo-Jung	MBA, the University of Sydney, Chairman, Hota Industrial Mfg. Co., Ltd. Director, Kao Fong Machinery Co., Ltd. Chairman, Hwa Fong Rubber Ind. Co., Ltd. Chairman, 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.	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—
Director: Lin, Yen-Huey	Pacific Western University, Vice Chairman, Hota Industrial Mfg. Co., Ltd., Chairman, Kao Fong Machinery Co., Ltd. Director, World Known MFG (Cayman) Ltd. Ability: Operation Judgment, Accounting & Finance, Operation Management, Industry Knowledge, Leadership Policy, Crisis Handling	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—
Director: Lin, Mei-Yu	Director, Hota Industrial Mfg. Co., Ltd. (Over 30 years) Ability: Industry Knowledge, Operation Management, Crisis Handling	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—
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	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—
Director: Wang, Hui-O	Director, Hota Industrial Mfg. Co., Ltd. Over 5 years Ability: Industry Knowledge, Operation Management, Crisis Handling	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—

Condition Name	Professional qualifications and experience (Note1)	Independence situation(Note2)	Number of Public Companies the Director/Supervisor Serves as Independent Director
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	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—
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	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—
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	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	—
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	No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.	2

Condition Name	Professional qualifications and experience (Note1)	Independence situation(Note2)	Number of Public Companies the Director/Supervisor Serves as Independent Director
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	(1) The member is not an employee of the Company or its related enterprise(s). (2) The member is not a director or supervisor to the Company or its related enterprises (however, this does not apply to concurrent roles as independent director taken in the Company and its parent company, subsidiary or subsidiary under the same parent company as furnished in accordance with this Act or local laws and regulations). (3) Natural person shareholder as a shareholder holding more than 1% of the Company's outstanding shares or top 10 shareholders of the Company who is not the member him/herself or his/her spouse, underage children or holding under the name of others.	—
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	(4) The member is not a manager as stated in (1), or spouse, relatives under 2nd degree of kinship or direct blood relatives under 3rd degree of kinship. (5) A director, supervisor or employee as a Corporate Shareholder who does not directly hold more than 5% of the Company's outstanding shares, in top 5 shareholding among all shareholders, or is not designated as a representative to the director or supervisor following paragraph 1 or 2, Article 27 of the Company Act (however, this does not apply to concurrent roles as independent director taken in the Company and its parent company, subsidiary or subsidiary under the same parent company as furnished in accordance with this Act or local laws and regulations). (6) A director, supervisor or employee of other companies which does not hold a position as the Company's director or whose majority of shares of voting rights is held by the same	2

Condition Name	Professional qualifications and experience (Note1)	Independence situation(Note2)	Number of Public Companies the Director/Supervisor Serves as Independent Director
Independent Director: Zhuang, Bo-Nian	<p>Graduated with a Ph.D. from the Graduate Institute of Department of Industrial Education of National Changhua University of Education, currently serving as an independent director at APEX DYNAMICS, INC.</p> <p>Ability: Operation Judgment, Operation Management, Accounting &amp; Finance, Industry Knowledge, Leadership Policy, Crisis Handling</p> <p>Professional: Operation Judgment and Industry Knowledge</p>	<p>person (however, this does not apply to concurrent roles as independent director taken in the Company and its parent company, subsidiary or subsidiary under the same parent company as furnished in accordance with this Act or local laws and regulations).</p> <p>(7) Those who are not the Chairman, President or equivalent roles of the company who are the same person or spouse as the Director, Supervisor or employee of another company or institution (however, this does not apply to concurrent roles as independent director taken in the Company and its parent company, subsidiary or subsidiary under the same parent company as furnished in accordance with this Act or local laws and regulations).</p> <p>(8) Director, supervisor, manager of shareholders holding more than 5% of the outstanding share of the Company without financial or business dealing with the Company (however, this does not apply to specific companies or institutions who holds more than 20% but less than 50% of the Company's outstanding shares, and to concurrent roles as independent director taken in the Company and its parent company, subsidiary or subsidiary under the same parent company as furnished in accordance with this Act or local laws and regulations).</p> <p>(9) Professionals of business, legal, accounting and relevant services, sole proprietorships, partnerships, or business owners, partners, directors, supervisors, managers and their spouses of other companies or institutions who are not professionals who does not conduct audits for the Company or its related companies or whose cumulative amount of remuneration in the most recent two years does not exceed NTD 500,000. However, Salary and Compensation Committee, Public Acquisition Review Committee, or M&amp;A Special Committee that perform their duties in accordance with the Securities and Exchange Act or the relevant laws and regulations of the Mergers and Acquisitions Act Members shall not apply.</p> <p>(10) Does not have spousal relationship or 2nd degree of kinship with other directors.</p> <p>(11) No occurrence of events as provided in subparagraphs of Article 30 of the Company Act.</p> <p>(12) No occurrence of events which the government, juristic person or its representative(s) is elected, as provided in Article 27 of the Company Act.</p>	1

Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of each director and supervisor. If a member of the Audit Committee, specify their accounting or finance background and P. 4 of 91 work experience. Additionally, specify whether any circumstance under any subparagraph of Article 30 of the Company Act exists with respect to a director or supervisor

Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates? ; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies)?; specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

# Diversification and Implementation conditions

Diversity Items  Director Name	Basic Component											Professional ability					
	Nationa lity	Gen der	Emplo yee	age					Term of office for independent directors (Years)			Operat ion Judgm ent	Accoun ting & Finance	Operatio n Manage ment	Industr y Knowle dge	Leader ship Policy	Crisis Handl ing
				41- 50 yea rs old	51- 60 yea rs old	61- 70 yea rs old	71- 80 yea rs old	81- 90 yea rs old	Und er 3 year s	4-6 yea rs	7-9 yea rs						
Sheng, Kuo-Jung	Taiwan ese (ROC)	Male	✓	—	—	—	✓	—	—	—	—	✓	✓	✓	✓	✓	✓
Lin, Yen- Huey	Taiwan ese (ROC)	Male	✓	—	—	✓	—	—	—	—	—	✓	✓	✓	✓	✓	✓
Huang, Feng-Yih	Taiwan ese (ROC)	Male	—	—	—	✓	—	—	—	—	—	✓	✓	✓	✓	✓	✓
Central Investmen t Co., Ltd. Represent ative: Chang, Yu-Jeng	Taiwan ese (ROC)	Male	—	—	—	—	✓	—	—	—	—	✓	✓	✓	✓	✓	✓
Central Investmen t Co., Ltd. Represent ative: Lin, Yue- Hong	Taiwan ese (ROC)	Male	—	—	—	✓	—	—	—	—	—	✓	✓	✓	✓	✓	✓
Kao Fong Machinery Co., Ltd. Represent ative: Sheng, Chien- Chih	Taiwan ese (ROC)	Fem ale	✓	✓	—	—	—	—	—	—	—	✓	✓	✓	✓	✓	✓
Hao-Qing Investmen t Ltd. Represent ative: Sun, Yong-Lu	Taiwan ese (ROC)	Male	—	—	✓	—	—	—	—	—	—	—	✓	✓	✓	—	✓
Wang, Hui-O	Taiwan ese (ROC)	Fem ale	—	—	—	—	—	✓	—	—	—	—	✓	✓	✓	—	✓
Lin, Mei- Yu	Taiwan ese (ROC)	Fem ale	—	—	—	—	✓	—	—	—	—	—	✓	✓	✓	—	✓
Chueh, Ming-Fu	Taiwan ese (ROC)	Male	—	—	—	—	✓	—	—	—	✓	✓	✓	✓	✓	✓	✓
Liu, Zheng- Huai	Taiwan ese (ROC)	Male	—	—	—	✓	—	—	—	✓	—	✓	✓	✓	✓	✓	✓
Zhuang, Bo-Nian	Taiwan ese (ROC)	Male	—	—	—	✓	—	—	✓	—	—	✓	✓	✓	✓	✓	✓