

The diversity policy and implementation of the Board of Directors' composition :

(a) The diversity policy and objectives of the Board of Directors

The members of Board of Directors are adopted a nomination and selection system. The Company has consulted with the Independent Directors' opinions and taken into consideration not only the diversity and independence of the Board members but also stakeholders' opinions. In addition, the results of performance evaluation of the Board of Directors are considered a reference.

The Company has elected the 24th board members in 2021, continuing its succession plans for younger Directors, and changed an Independent Director who served three terms. The board members are well-experienced in management and leadership decision making and have the knowledge related to the industrial diversified development, such as professional and backgrounds in law, finance, economics, sales, and diplomacy etc. The professional and backgrounds of the Directors have met the diversified development targets established by the Company, which continues to evaluate the diversity and complementary skills of directors and to implement the diversity policy, the future goals include achieving Independent Directors as one-third of a total number of Directors (currently three seats and stands for 23% of Board members) and increasing female Directors as one-third of a total number of Directors (currently two seats and stands for 15% of Board members). The Company will include the assessment during the next director re-election period. The current implementation status of diversity policies is outlined in the below table.

Diverse Key Items Name	Name Age (years old)	Gender	Nationality or Record of Birth	1	2	3	4	5	6	7	8
				Operational judgement	Operational management	Finance & accounting	Business & economy	Risk management	Industrial know- how	International perspectives	Leadership & decision-making
Douglas Tong Hsu	Above 80	Male	R.O.C	✓	✓	✓	✓	✓	✓	✓	✓
Johnny Hsi	70~79	Male	R.O.C	✓	✓	✓	✓	✓	✓	✓	✓
Peter Hsu	70~79	Male	R.O.C	✓	✓	※	✓	✓	✓	✓	✓
Shaw Y. Wang	Above 80	Male	R.O.C	✓	✓	✓	✓	✓	✓	✓	✓
Jeff Hsu	40~49	Male	U.S.A	✓	✓	✓	✓	✓	✓	✓	✓
Richard Yang	50~59	Male	R.O.C	✓	✓	✓	✓	✓	✓	✓	✓
Tonia Katherine Hsu	50~59	Female	U.S.A	✓	✓	※	✓	✓	✓	✓	✓
Kwan-Tao Li	70~79	Male	R.O.C	✓	✓	✓	✓	✓	✓	✓	✓
Alice Hsu	70~79	Female	R.O.C	✓	✓	✓	✓	✓	✓	✓	✓
Champion Lee	70~79	Male	R.O.C	✓	✓	✓	✓	✓	✓	✓	✓
Chen-En Ko	70~79	Male	R.O.C	✓	✓	✓	✓	✓	※	✓	✓

Johnsee Lee	70~79	Male	R.O.C	▼	▼	▼	▼	▼	▼	▼	▼
Raymond R.M. Tai	Above 80	Male	R.O.C	▼	▼	※	▼	▼	※	▼	▼

※ indicates the member of the Board of Directors who is moderately capable

The proportion of female Directors of the Company is 2/13. There are three Independent Directors of the Company. The tenure of one Independent Directors has been 10~12 years; another has been 4~6 years; the other has been 0~3 years.

(b) The independence of the Board of Directors

The Company's 24th Board of Directors has 13 Directors, including 3 Independent Directors and representing 23% of a total number of Directors.

None of a spousal or a familial relationship within the second degree of kinship exist among the Independent Directors or between the Independent Directors and Directors. There are seven Directors, more than half of the Directors, who has none of a spousal or a familial relationship within the second degree of kinship in accordance with the paragraph 3 and 4 of Article 26-3 of Securities and Exchange Act. Six Directors have a spousal or a familial relationship within the second degree of kinship.

(c) The qualifications of Directors & the independence of Independent Directors

Name	Item Professional qualification(Q) and experience(E)	Independence	Serve as Independent Director at other public companies
Douglas Tong Hsu	Q: Operational management; leadership & decision-making; business & economy E: Chairman of ACC, OUCC, U-Ming, FEDS, FET; Vice Chairman of FEIB	Not Applicable	None
Johnny Hsi	Q: Operational management; leadership & decision-making; industrial know-how E: Chairman of Everest Textile; Vice Chairman of OUCC; Director of ACC and CTCI Corporation		
Peter Hsu	Q: Operational management; leadership & decision-making; information technology E: Vice Chairman of FET; Director of ACC and U-Ming		
Shaw Y. Wang	Q: Operational management; business & economy; social welfare development E: Executive Director of Group Foundation; Executive Director of FEIB		
Jeff Hsu	Q: Operational management; innovation development; international perspectives E: Chief Innovation Officer of Far Eastern Group; Director of FET, Director & Executive Vice President of U-Ming		
Richard Yang	Q: Operational management; financial investment; business & economy E: Managing Director of Surfview Capital Ltd		
Tonia Katherine Hsu	Q: Operational management; marketing strategy; cultural and creative industries development E: Director of Asia Eastern University of Science and Technology & Far Eastern Memorial Hospital		
Kwan-Tao Li	Q: Intellectual property law & other laws; operational management; social welfare development E: Chief Senior Counselor of Lee and Li, Attorney-at-law; Director of ACC		
Alice Hsu	Q: Operational management; consumer & retail industry; fashion design E: President of FEDS		
Champion Lee	Q: Operational management; finance & accounting; business & economy E: Director of ACC, FET and U-Ming; Senior Executive Vice President of FENC's Finance Department		

Item Name	Professional qualification(Q) and experience(E)	Independence	Serve as Independent Director at other public companies
Chen-En Ko	Q: Finance & accounting; corporate governance; operational management E: Dean of College of Management of National Taiwan University; Chairperson of Department of Accounting of National Taiwan University; Independent Director of Everlight Electronics Co.	All Independent Directors complied with the below, 1. In accordance with the regulations under Article 14-2 of the "Securities and Exchange Act" and "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" 2. None of the Independent Director, his spouse or relatives within the second degree of kinship are hired by the Company and its affiliates as a Director, a Supervisor or an employee. 3. None of the Independent Director (or under others' names), his spouse or minor children hold the Company's shares. 4. The Independent Director has not provided any commercial, legal, financial, accounting services to the Company or its affiliates in recent two years.	2
Johnsee Lee	Q: Chemical engineering; operational management; biomedical industry E: President and General Director of Industrial Technology Research Institute; Director of Taiwan HOPAX Chemical MFG. Co. Ltd. and Zhen Ding Technology Holding Limited; Independent Director of San Fu Chemical Co., Ltd. & Everlight Electronics Co., Ltd.		3
Raymond R.M. Tai	Q: Diplomatic relations; administrative law; international perspectives E: Ambassador Extraordinary and Plenipotentiary, Embassy of the R.O.C.(Taiwan) to the Holy See; Deputy Secretary-General to the President and Spokesperson, Office of the President R.O.C.(Taiwan)		None

Note: All Directors do not violate any clause under Article 30 of Company Act.