

Implementation of Diversity Policy for the Board of Directors Members

1. Board of Directors diversity and independence

(1) Board of Directors diversity:

Pursuant to Article 20 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”, the composition of the Board of Directors shall take into account diversification, and directors who are also company officers shall not exceed one-third of the total number of directors.

The current Board of Directors consists of 7 members (including a female director) with professional business, manufacturing, technology, financial accounting backgrounds, aged between 51 and 70. In terms of the diversification of professional experience, directors of different fields are able to provide their valuable views and experience in the Company’s development. In the future, the Company will continue to work hard to formulate an appropriate diversification policy and objectives.

(2) Independence of the Board of Directors:

Among the number of the abovementioned directors, there shall be at least three independent directors and not less than one-fifth of the number of directors under Article 13 of the Articles of Incorporation.

There are seven members in the Board of Directors. 3 professionals with independence qualifications were invited to serve as independent directors, with a ratio of 43%. Matters regarding professional qualification, shareholdings, restrictions on concurrent title held, determination of independence, method of nomination and election and other matters for compliance with respect to independent directors shall be subject to the regulations prescribed by the securities governing authorities. Since an election took place in 2020, an Audit Committee was established to replace supervisors. Matters stated in Subgraphs 3-4, Article 26-3 of the Securities and Exchange Act did not occur between directors and directors and supervisors are not spouses or within second-degree relative of consanguinity to each other.

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2. Implementation of Diversity Policy for the Board of Directors Members :

April 30, 2023

Title	Name	Professional qualifications and experience	Independence	Number of other public companies in which the director also serves concurrently as an independent director
Chairman	Chuntian Investment Co., Ltd. Representative Chen Wen-Chien	Chuntian Investment Co., Ltd. was established in October 2014. Its representative, Chen Wen-Chien, served as the Vice President of Plastron Precision Co., Ltd. and is the current chairman of the Company, who also serves as a Chairman at Chuntian Investment Co., Ltd., and a supervisor at Kuan-Chu Investment Co., Ltd. Chen Wen-Chien is not who are spouses or within second-degree relative of consanguinity to other director, and does not meet any of the matters stated in Article 30 of the Company Act.	The person has not received remuneration from the Company or its affiliates for providing commercial, legal, financial and accounting services in the past two years.	0
Director	Kuan-Chu Investment Co., Ltd. Appoint a representative: Yu Ming-Chung	Kuan-Chu Investment Co., Ltd was established in November 2007, and was a supervisor of KINGSTATE ELECTRONICS CORPORATION. Since elected as a corporate director of Kuan-Chu Investment Co., Ltd in June 2020, Yu Ming-Chung was appointed as a representative. Yu Ming-Chung was a director and Vice President at TAIWAN GREEN POINT ENTERPRISES CO., LTD. and is currently the Company's Consultant. Yu Ming-Chung is not who are spouses or within second-degree relative of consanguinity to other director and does not meet any of the matters stated in Article 30 of the Company Act.	The person has not received remuneration from the Company or its affiliates for providing commercial, legal, financial and accounting services in the past two years.	0
Director	Kuo Chao-Chen	Kuo Chao-Chen, graduated from San-Chung Commercial and Industrial Vocational High School, began working for the Company since March 2017 and was appointed as the Company's General Manager in June the same year. At present, he is the chairman of SY-THERMAL INC., LOGSUN INDUSTRIAL CO., LTD.; director of SYT Holding Limited, and representative of corporate director of WAREMAX ELECTRONICS CORP. Kuo Chao-Chen is not who are spouses or within second-degree relative of consanguinity to other director and does not meet any of the matters stated in Article 30 of the Company Act.	(I) The person, the spouse, and underage children, who not hold more than 1% of the shares or who is among the top-10 natural person shareholders. (II) The person has not received remuneration from the Company or its affiliates for providing commercial, legal, financial and accounting services in the past two years.	0

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Title	Name	Professional qualifications and experience	Independence	Number of other public companies in which the director also serves concurrently as an independent director
Director	Wu Jian-Dong	<p>Wu Jian-Dong holds a bachelor’s degree in accounting from National Chengchi University and is a certified public accountant in Taiwan. He was a bookkeeper of the audit team at KPMG Taiwan and Vice President in the underwriting department at Tai Yu Securities Co., Ltd.; He serves as a CPA for the director of Yong-Cheng CPAs, General Manager of Chia Her Industrial Co., Ltd., director of Channel Well Technology Co., Ltd., and Ching Feng Home Fashions Co., Ltd.</p> <p>Wu Jian-Dong is not who are spouses or within second-degree relative of consanguinity to other director and does not meet any of the matters stated in Article 30 of the Company Act.</p>	<p>(I) The person, the spouse or relatives within second-degree relative of consanguinity is not serving as a director, supervisor or employee of the Company or its affiliates.</p> <p>(II) The person, the spouse, and underage children, who not hold more than 1% of the shares or who is among the top-10 natural person shareholders.</p> <p>(III) Not a director, supervisor or employee of the Company or the affiliates of the Company.</p> <p>(IV) The person has not received remuneration from the Company or its affiliates for providing commercial, legal, financial and accounting services in the past two years.</p>	0
Independent Director	Chen Wen-Yu	<p>Chen Wen-Yu graduated from Tamkang University and served as the chairman at Zheng-Ren Silk Weaving Co., Ltd. and managing director at Daido LLC, and has been the Company’s independent director since 2002. Chen Wen-Yu provides professional views on the Company’s affairs and supervises the operation of the Company and protect the rights and interests of shareholders.</p> <p>Chen Wen-Yu is not who are spouses or within second-degree relative of consanguinity to other director and does not meet any of the matters stated in Article 30 of the Company Act.</p>		0
Independent Director	Hsieh Fang-Chu	<p>Ms. Hsieh Fang-Chu graduated from the Department of Printing Engineering of Chinese Culture University. Currently, she serves as a independent director at Kingstate Electronics Corp., director at Chan Fun Investment co., Ltd., and Taimide Tech. Inc., as we as served as a supervisor at WeatherRisk Explore Inc. and WAN POLO CO., LTD.</p> <p>Hsieh Fang-Chu is not who are spouses or within second-degree relative of consanguinity to other director and does not meet any of the matters stated in Article 30 of the Company Act.</p>		1
Independent Director	Lu Fu-Qi	<p>Mr. Lu Fu-Qi graduated from Guangrong Junior High School and is currently serving as the General Manager at Herdon Machinery Ent. Co., Ltd. Lu Fu-Qi is not who are spouses or within second-degree relative of consanguinity to other director and does not meet any of the matters stated in Article 30 of the Company Act.</p>		0