

## Professionalism, Independence and Diversity Policy and Implementation of the Board of Directors :

### 1. Director professional qualifications and independent director independence information disclosure:

Name \ Criteria	Professional qualifications and experience	Independent Situation	Number of other public companies in which the individual is concurrently serving as an independent director
Chairman Chang, Ray-Ching	Graduated from the Department of Chemical Engineering of National Cheng Kung University, and received Honorary Doctorate from National Sun Yat-Sen University and National Cheng Kung University in 2015 and 2016 respectively. Mr. Chang is the Founder of Wah Lee Industrial Corp., Currently, he is the director representative of many companies and act as chairman of our company and Wah Hong Industrial Corp. He has more than five years of working experience required for business, finance, and corporate business; has been committed to the fields related to high-tech materials and equipment industry for fifty years; has the ability of professional leadership, operation management and strategic planning. He operates and manages the Company's image and corporate relations, and leads the Company to become an industrial leader pioneer and move towards sustainable operation.	Does not meet any of the criteria described in Article 30 of the Company Act.	None
Vice Chairman Chen, Chun-Yin	Graduated from Department of Metal & Mining, Waseda University in Japan Vice Chairman of Wah Lee Industrial Corp. and act as director representative of many companies such as Nagase Wahlee Plastics Corp. , He has more than five years of working experience in business, finance and corporate business, leads all units to implement business strategies, has an international outlook, global professional market competition judgment and leadership ability.	Does not meet any of the criteria described in Article 30 of the Company Act.	None

Name \ Criteria	Professional qualifications and experience	Independent Situation	Number of other public companies in which the individual is concurrently serving as an independent director
Director Chang, Tsuen-Hsien	<p>Graduated from Department of Electrical Engineering &amp; Department of Biomedical Engineering, University of Southern California in USA</p> <p>Current CEO and president of Wah Lee Industrial Corp., and the director representative of many listed companies such as Director of Chang Wah Electromaterials Inc.</p> <p>He has more than five years of working experience in business, finance and corporate business, manage and supervise the performance of business units and operation support units, achieve the annual budget and financial measurement of the company, manage the relationship between suppliers and customers, assist in the development of new product agents, and has the ability of global professional market competition judgment, business decision-making and innovation leadership.</p>	Does not meet any of the criteria described in Article 30 of the Company Act.	None
Director Lin, Chi-Hai	<p>Graduated from the Department of Chemical Engineering, National Cheng Kung University. Currently, he is the Chairman of TOA resin Corp., director representative of Mingtai Chemical Co., Ltd. and other companies. He has more than five years of working experience in business, finance, and corporate business. He is committed to the fields related to the chemical industry for more than fifty years and has abundant experience and business networks.</p>	Does not meet any of the criteria described in Article 30 of the Company Act.	None

Name \ Criteria	Professional qualifications and experience	Independent Situation	Number of other public companies in which the individual is concurrently serving as an independent director
Director Lin, Shu-Chen	Graduated from the Department of Accounting, Kaohsiung Vocational Commercial School. Acted as Bank manager of Taiwan Business Bank Co., Ltd. and vice president of Financial Division at Wah Lee Industrial Corp.. Currently, she is taking the role of senior advisor of the Company, and has more than five years of working experience in business, finance and corporate business, specializing in corporate finance and accounting affairs, and abundant experience in financial planning.	Does not meet any of the criteria described in Article 30 of the Company Act.	None
Director Yeh, Ching-Pin	Graduated from EMBA, National Sun Yat-Sen University. Currently, he is the Director and President of Wah Hong Industrial Corp.. He has more than five years of working experience required in business, finance and corporate business, has been committed to the relevant fields of optoelectronic industry for more than thirty years, and has abundant experience and business networks.	Does not meet any of the criteria described in Article 30 of the Company Act.	None

Criteria Name	Professional qualifications and experience	Independent Situation	Number of other public companies in which the individual is concurrently serving as an independent director
Independent director Wang, Yea-Kang	<p>Master of Urban and Regional Planning, National Chung Hsing University He is the convener of the Compensation Committee of the Company and a member of the Audit Committee</p> <p>Currently, he is acting as Consultant, Chinese National Federation of Industries, Evaluation Expert of Public Constitution Commission, Executive Yuan, Consultant of Taiwan Textile Research Institute, Dean of Knowledge Service Center, Industrial Development Foundation, National Cheng Kung University, Director of Johnson Health Tech Co., Ltd., independent director of Wisner Industrial Co., Ltd., Independent director of Eclat Textile Co., Ltd., and Independent director of Feng Hsin Steel Co., Ltd. He has more than five years of working experience in business, legal and corporate business, specializing in the fields of law and business management.</p>	<p>Directors who meet the following independent evaluation conditions two years prior to appointment or during the term of appointment:</p> <p>( 1 ) Not an employee of the Company or any of its affiliates.</p> <p>( 2 ) Not a director or supervisor of the Company or any of its affiliates. (The same does not apply, however, in cases where the person is an independent director of the Company, its parent company, or any subsidiary, or subsidiary of the same parent company as appointed in accordance with the laws of Taiwan or with the laws of the country of the parent company or subsidiary.)</p> <p>( 3 ) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the Company or ranks as one of its top ten shareholders.</p>	3
Independent director Shyu, So-De	<p>Ph.D., Finance, University of Alabama in USA</p> <p>Convener of the Audit Committee and the member of the Compensation Committee of the Company</p> <p>Professor of Department of Finance Management, National Sun Yat-Sen University</p> <p>Principal and professor of Takming University of Science and Technology. He has more than five years of working experience in business, finance and corporate business, specializing in financial management and accounting</p>	<p>( 4 ) Not a managerial officer mentioned in paragraph (1), or a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship mentioned in paragraphs (2) and (3).</p> <p>( 5 ) Not a director, supervisor, or Employee of an institutional shareholder that directly holds five percent or more of the total number of issued shares of the Company, or ranks as its top five shareholders, or the designated</p>	None

<p>Independent director Chu, Hau-Min (Note 1)</p>	<p>Ph.D., Economics, Brown University in USA Member of the Audit Committee and Compensation Committee of the Company Acted as Professor, Department of Finance, Chengchi University and Principal of Hsing Kuo University of management. Current Chairman of Central Deposit Insurance Corp.. He has more than five years of working experience in business, finance and corporate business, specializing in the fields of Finance and economics.</p>	<p>representative pursuant to Article 27 Section 1 or 2 of Company Act in the Company as director/supervisor. (The same does not apply, however, in cases where the person is an independent director of the Company, its parent company, or any subsidiary, or subsidiary of the same parent company as appointed in accordance with the laws of Taiwan or with the laws of the country of the parent company or subsidiary.)</p> <p>( 6 ) Not a director, supervisor, or employee of other company with the Board seats or more than half of the voting shares under control of one person. (The same does not apply, however, in cases where the person is an independent director of the Company, its parent company, or any subsidiary, or subsidiary of the same parent company as appointed in accordance with the laws of Taiwan or with the laws of the country of the parent company or subsidiary.)</p> <p>( 7 ) Not a director, supervisor, or employee of other company whose chairman or general manager are the same person or spouse of the Company. (The same does not apply, however, in cases where the person is an independent director of the Company, its parent company, or any subsidiary, or subsidiary of the same parent company as appointed in accordance with the laws of Taiwan or with the laws of the country of the parent company or subsidiary)</p> <p>( 8 ) Not a director, supervisor, managerial officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the Company. (The same does not apply, however, if specified company or institution possessing shareholdings of more than 20% and less than 50% of the total number of issued shares of the Company, and in cases where the person is an independent director of the Company, its parent company, or any subsidiary, or subsidiary of the same parent company as appointed in accordance with the laws of Taiwan or with the laws of the country of the parent company or subsidiary)</p>	<p>None</p>
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Name \ Criteria	Professional qualifications and experience	Independent Situation	Number of other public companies in which the individual is concurrently serving as an independent director
		<p>( 9 ) Not a professional individual who, or an owner, partner, director, supervisor, or managerial officer of a sole proprietorship, partnership, company, or institution that provides auditing services or for the past two years, has provided commercial, legal, financial, accounting services or consultation amounted to less than a cumulative NT\$500,000 to the Company or to any affiliate of the Company, or a spouse thereof. However, this does not apply to members of Compensation Committee, Public Tender Offer Review Committee or Special Merger and Acquisition Committee carrying out their duties in accordance with Securities and Exchange Act or Business Mergers and Acquisitions Act.</p> <p>( 10 ) Not a spouse or a relative within two degrees of consanguinity to any director.</p> <p>( 11 ) Does not meet any of the criteria described in Article 30 of the Company Act.</p> <p>( 12 ) Not the proxy of any government agency, juridical person, or their representative that is a shareholder in the Company as outlined in Article 27 of the Company Act.</p>	

Note 1 : Chu, Hau-Min, an independent director, resigned on September 16, 2021.

## 2. Diversity and independence of the board of directors

According to Article 5.1 of the Company's "corporate governance best practice principles" Sections 5.1.3 Structure of the board of directors and 5.1.4, the diversity of Board of Directors' membership and the overall capabilities of Board of Directors are as follows:

### 5.1. Structure of the board of directors

5.1.3. The board of directors should consider diversification in its membership. In addition to the fact that directors who are also managers of the Company should not exceed one-third of the seats of directors, appropriate diversification policies should be formulated according to their own operation, operation type and development needs, which should include but not limited to the following two standards:

5.1.3.1. Basic conditions and values: gender, age, nationality, and culture, etc.

5.1.3.2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industrial experience.

5.1.4. The board members shall possess the necessary knowledge, skills and temperament. To achieve the corporate governance ideals of the Company, the board altogether shall possess the following capabilities:

5.1.4.1. Business judgement.

5.1.4.2. Accounting and financial analytical skills.

5.1.4.3. Business management skills.

5.1.4.4. Crisis management skills.

5.1.4.5. Industry knowledge.

5.1.4.6. Knowledge on international market.

5.1.4.7. Leadership.

5.1.4.8. Decision making capability.

The Board of Directors of the Company consists of nine directors, including three independent directors and one female director. The proportion of directors with employee status is 44% and the proportion of independent directors is 33%. The Company also pays attention to the equality of genders among the members of Board of Directors. The proportion of female directors is 11%. The members have abundant experience and expertise in finance, electronic technology, industry and management.

The implementation situations are as follows.

Diversified Core Items Name of Director	Basic Information									Part time staff	Diversified Core Capabilities (the major five)									
	Title	Gender	Age				independent director terms and seniority				Finance and banking	Electric Technolog y	Industry	Business Managem ent	Commer ce	Accountin g	Law	Marketing Managem ent	Informatio n Technolog y	Risk Managem ent
			51~60 y/o	61~70 y/o	71~80 y/o	81 y/o above	below 3 years	3~9 years	9 years above											
Chang, Ray- Ching	Chairman	Male				✓				✓		✓	✓	✓					✓	
Chen, Chun- Yin	Vice Chairman	Male				✓				✓		✓	✓	✓			✓		✓	
Lin, Chi-Hai	Director	Male				✓						✓	✓	✓			✓		✓	
Lin, Shu- Chen	Director	Female				✓				✓	✓		✓	✓	✓				✓	
Chang, Tsuen-Hsien	Director	Male	✓							✓		✓	✓	✓				✓	✓	
Yeh, Ching- Pin	Director	Male			✓							✓	✓	✓				✓	✓	
Chu, Hau- Min (Note 1)	Independe nt director	Male		✓								✓		✓				✓	✓	
Wang, Yea- Kang	Independe nt director	Male			✓							✓	✓	✓			✓		✓	
Shyu, So-De	Independe nt director	Male		✓								✓		✓			✓		✓	

Note 1 : Chu, Hau-Min, an independent director, resigned on September 16, 2021



3. Board of directors' diversification policy and specific management objectives and achievement:

Management Objectives	Achieving Status
The number of directors, who serve as part-time manager of the Company, shall not exceed one-half of the number of directors' seats.	Achieved
The board of directors member contains at least one female member.	Achieved
More than one-half of independent directors shall serve no more than three consecutive terms.	Chu, Hau-Min, an independent director, resigned on September 16, 2021. A new independent director will be by-elected in the shareholders' meeting in this year.