

Director diversity

Pursuant to Article 20 of the Company’s “Code of Best Corporate Governance Practice”, members of the board of directors shall possess the knowledge, skills and literacy necessary to perform their duties. In order to achieve the ideal goals of corporate governance, the entire board of directors shall possess the following abilities:

1. Operational judgment;
2. Accounting and financial analysis;
3. Management;
4. Crisis management;
5. Industrial knowledge;
6. International market outlook;
7. Leadership;
8. Decision-making.
9. Risk management knowledge and ability

The composition of the Company's board of directors is diverse. In addition to assessing the academic background and experiences of each member, the board of directors also observe the “Guidelines Governing the Election of Directors and Supervisors” and “Code of Best Corporate Governance Practice” to ensure diversity, independence and interest related opinions are taken into consideration. The 13th board members of the Company include 9 directors (3 of whom are independent directors) who shall possess rich knowledge in business management, leadership, decision-making and relevant industrial knowledge, academic background and experiences such as purchase, textile production, finance, accounting, law, marketing, etc.

Each of directors is expert in leadership, decision-making, business management and crisis management, having global perspective. Among these directors, Mr. CHEN,CHAO-KUO, TSAI,SHU-HSUAN, HUANG,SHIH-KUN, CHOU,TAI-YUAN, FANG,RONG-HWA and CHEN,JEN-CHOU possess many years of experience in the textile industry; Mr. CHEN,CHAO-KUO, CHEN,JEN-CHOU, CHAN,WEN-HSIUNG are accomplished in marketing, Mr. CHOU,TAI-YUAN has professional textile procurement experience, Mr. TSAI,SHU-HSUAN, CHOU,TAI-YUAN, YANG,CHU-FENG have professional accounting knowledge and skills, Mr. HUNG,CHIA HONG has extensive legal practice experience.

The background of the board members is as follows:

The company’s directors with employee status account for 44%, independent directors account for 33%, one director is over 70 years old, six are under 60 years old, and two are under 50 years old. The term of office of the three independent directors is under 3 years. The policy of diversifying the composition of the board of directors has been disclosed on corporate website.

Implementation of board-member diversity:

Diversified core projects	Basic composition						Industrial experience				Professional competence						
	Nationality	Gender	Concurrently serve as a staff member of the Company	age				Purchase	Textile production	Finance / accounting	Marketing	Law practice	Accounting	Law	Risk management	Business management	Textile / clothing
				41-50	51-60	61-70	71-75										
Director’s name																	
CHEN,CHAO-KUO	R.O.C.	male	v		v						v					v	v
CHEN, JEN-CHOU	R.O.C.	male	v	v					v		v					v	
TSAI, SHU-HSUAN	R.O.C.	male	v		v					v			v		v	v	

Diversified core projects	Basic composition							Industrial experience				Professional competence						
	Nationality	Gender	Concurrently serve as a staff member of the Company	age				Year of serving as a director Less than 3 years	Purchase	Textile production	Finance / accounting	Marketing	Law practice	Accounting	Law	Risk management	Business management	Textile / clothing
				41-50	51-60	61-70	71-75											
Director's name																		
CHOU, TAI-YUAN	R.O.C.	male	v	v					v		v			v		v		
HUANG, SHIH-KUN	R.O.C.	male					v			v							v	
FANG, RONG-HWA	R.O.C.	male				v				v							v	
HUNG, CHIA HONG	R.O.C.	male				v		v				v		v	v			
CHAN, WEN-HSIUNG	R.O.C.	male			v			v			v				v	v		
YANG, CHU-FENG	R.O.C.	male			v			v			v			v		v		