

Director diversity

Pursuant to the Company's "Corporate Governance Principles," Article 20, all members of the Board of Directors shall have the knowledge, skills and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. An international market perspective.
7. Ability to lead.
8. Ability to make policy decisions.
9. Knowledge and ability of risk management.

The Company's diversity policy has set the specific targets that at least one Director has the practical experience and expertise in law, and three Directors have the practical experience and expertise in finance and accounting. The targets are met currently, and the implementation status is as below :

The Company's Board of Directors is composed of members from diverse backgrounds. In addition to evaluating their academic and career experience, the Company complies the "Rules for Election of Directors" and "Corporate Governance Principles" to ensure Directors' diversity and independence. The 14th Board of Directors is composed of nine Directors and three of them are Independent Directors. All members have well-experienced in operational management, leadership and decision-making and related industrial know-how, such as backgrounds in procurement, textile production, finance, accounting, law, and marketing, etc. Each Director is good at leading, operating decisions, operation management, crisis handling and perspectives of international market. Among them, Wei-Han Chen, Shu-Hsuan Tsai, Tai-Yuan Chou, Jih-Chao Li, Rong-Hwa Fang and Jen-Chou Chen have multi-year experience in the textile and garment industry; Wei-Han Chen, Jen-Chou Chen and Wen-Hsiung Chan have the expertise of marketing; Tai-Yuan Chou has the professional experience in textile procurement; Shu-Hsuan Tsai, Tai-Yuan Chou and Chu-Feng Yang have the professional knowledge and skills in finance and accounting; and Chia-Hong Hung has extensive practical experience in law. The backgrounds of the Board of Directors are as follows: 44% of the Company's Directors concurrently serve as employees; 33% are Independent Directors; 2 are under 50 years old; 3 are 51-60 years old, and 4 are 61-70 years old. All of three Independent Directors have served for 4-6 years.

To strengthen gender diversity on the Board of Directors, it is planned to appoint at least one female director upon the expiration of the current term of office, during the board election in 2026.

Implementation of the Board of Directors diversity

Core items of diversity Name of Director	Basic composition							Experience of the industry				Professional ability							
	Nationality	Gender	Positions held concurrently in the company	Age					Term of office and years serving as an Independent Director	Procurement	Textile production	Finance and accounting	Marketing	Legal practices	Accounting	Law	Risk management	Business administration	Textile and garment
				21-40	41-50	51-60	61-70	71-75											
Wei-Han Chen	R.O.C	Male	✓	✓								✓					✓	✓	
Jen-Chou Chen	R.O.C	Male	✓		✓					✓		✓					✓	✓	
Shu-Hsuan Tsai	R.O.C	Male	✓			✓				✓	✓			✓		✓	✓		
Tai-Yuan Chou	R.O.C	Male	✓			✓			✓	✓	✓			✓		✓			
Jih-Chao Li	R.O.C	Male					✓			✓								✓	
Rong-Hwa Fang	R.O.C	Male					✓			✓								✓	
Chia-Hong Hung	R.O.C	Male					✓		✓				✓		✓	✓			
Wen-Hsiung Chan	R.O.C	Male				✓			✓			✓				✓	✓		
Chu-Feng Yang	R.O.C	Male					✓		✓		✓			✓			✓		