

Diversity and Independent of Board Members

(1) Diversity of Board Members:

- The Company has formulated the “Corporate Governance Best Practice Principles” and stated in Article 20 that the policy of board member diversity shall include but not limited to the following two aspects of standard:
 - A. Basic qualification and value: gender, age, nationality, and culture.
 - B. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience.
- The Company has a total of 9 Directors, including 3 Independent Directors (accounting for 33.3%), with tenure of 3 to 9 years; Meanwhile, 1 Directors is concurrently serving as employee (accounting for 11%).
- The members of the Board of Directors shall have the knowledge, skills and literacy required to perform their duties. The Board of Directors should have the following functions in order to achieve the ideal goal of corporate governance:
 1. Operational judgment ability.
 2. Accounting and financial analysis ability.
 3. Business management ability.
 4. Crisis management ability.
 5. Industrial knowledge.
 6. International market perspective.
 7. Leadership ability.
 8. Decision-making ability.
- Specific management objectives and achievement of the Board's Diversity Policy:

Management Target	Status of Achievement
Directors concurrently serving as the Company's managerial officers shall not exceed one-third of the total number of the board members.	Achieved. The directors concurrently serving as employees accounting for 11%.
Independent Director shall serve no more than three consecutive terms.	Achieved. All three independent directors in 13th session served as independent directors of the Company for the second time.
Independence Director serve as director (including independence director) or supervisor of no more than five other TWSE/TPEX listed companies at the same time.	Achieved. None of the three independent directors had any such affair.
Achieved one-third of independent directors.	Achieved. The Company has a total of 9 Directors, including 3 Independent Directors.
The Directors have diverse backgrounds and professional capabilities.	Achieved. The Directors have diverse professional backgrounds, including the networking equipment industry, technology industry, media and communications, sustainable development, finance and

Management Target	Status of Achievement
	<p>accounting, and law. (Please refer to the next page for more information on the implementation of diversity by the 13th Board of Directors.)</p> <p>In 2024, the Company arranged a 6-hour directors' refresher course, with the theme of "Analysis of the Practice of the Board Performance Evaluation and Information Security Governance in 2024" and "The Role and Responsibilities of the Board of Directors in Information Security Governance." The Company plans to continue to organize relevant courses that help to enhance the diversified professional competence of the directors in 2025.</p>
<p>At least one Director should have experience in AI startups or information security.</p>	<p>Achieved. Mr. Brian Kao currently serves as the Chairman of Sixnology Inc., He has extensive expertise and management experience in AI, cloud, and communication software development. With his leadership, his team has successfully developed a range of IoT products with a focus on AI technologies, including speech recognition and image recognition. In addition, he has also excelled in the field of information security and has authored or translated multiple books, including works such as "Building Secure Software Systems with Zero Defects".</p>
<p>One-third of the Board of Directors consists of female members.</p>	<p>Not achieving. Because it is difficult to find female directors, one female director has been elected in the 13th Board of Directors in 2023. The objective is to have one-third of female members in the 14th Board of Directors in 2026.</p>

The implementation status of Board members diversity in 13th session is shown in the table below:

2024.12.31

2024.12.31

	Basic Information								Industrial experience			Professional qualifications			
	Gender	Employee of the Company	Age			Tenure of Independent Director									
			Under 50 years	51 to 60 years	61 to 71 years	Under 3 years	3 to 9 years	Over 9 years	Networking Technology	AI Innovation	Media	Technology	Accounting	Legal	ESG
Victor Kuo	Male	✓			✓				✓			✓			✓
Joseph Wang	Male				✓				✓		✓			✓	✓
Amy Wu	Female				✓				✓		✓				✓
Fred Fong	Male				✓				✓			✓			
Brian Kao	Male		✓						✓	✓		✓			
Victor Wu	Male		✓						✓					✓	
Richard Chen	Male				✓		✓		✓				✓		✓
Richard Lee	Male				✓		✓		✓					✓	✓
Chun-Hsiung Chu	Male				✓		✓		✓					✓	✓

(2)Independent of Board Members: The current board of directors of the Company consists of 9 directors, including 3 independent directors (accounting for 33.3%). All directors meet the independence criteria and have not served more than three consecutive terms. In addition, none of the directors has a relationship within the spousal or second degree of kinship, which complies with the provisions of Paragraphs 3, Article 26-3, of the Securities and Exchange Act.