

## 董事會多元化及獨立性：

(1)董事會多元化：敘明董事會之多元化政策、目標及達成情形。多元化政策包括但不限於董事遴選標準、董事會應具備之專業資格與經驗、性別、年齡、國籍及文化等組成情形或比例，並就前揭政策敘明公司具體目標及其達成情形。

本公司於公司治理實務手則中訂定：董事會成員組成應考量多元化，除兼任公司經理人之董事不宜逾董事席次三分之一外，並就本身運作、營運型態及發展需求以擬訂適當之多元化方針，包括 1. 基本條件與價值：性別、年齡、國籍及文化；2. 專業知識與技能：專業背景（如法律、會計、產業、財務、行銷或科技）、專業技能及產業經歷等。

## 本公司現任董事會成員多元化政策落實情形如下：

董事姓名	性別	國籍	兼任 公司 經理 人	年齡			獨立董事 任期年資			產 業 經 歷	經 營 管 理	領 導 決 策	風 險 管 理	財 務 會 計	法 律	行 銷
				30 ~ 45	46 ~ 60	61 ~ 75	3 年 以 下	3 至 9 年	9 年 以 上							
林正雄	男	中華 民國	✓			✓				✓	✓	✓	✓			✓
張育端	男	中華 民國			✓					✓	✓	✓	✓			✓
林宗毅	男	中華 民國	✓	✓						✓	✓	✓	✓	✓		✓
寶鉅投資股份有限公司 法人代表： 林祐任	男	中華 民國	✓	✓						✓	✓	✓	✓	✓		✓
寶鉅投資股份有限公司 法人代表： 林玉真	女	中華 民國	✓		✓					✓	✓	✓	✓	✓		
王日春	男	中華 民國				✓			✓		✓	✓	✓	✓	✓	✓
王錦祥	男	中華 民國					✓		✓		✓	✓	✓	✓	✓	✓
張國雄	男	中華 民國					✓	✓			✓	✓	✓			✓
李元恕	男	中華 民國			✓		✓			✓	✓	✓				✓

## Board Diversity and Independence:

(1) Board Diversity: Describe the Board's diversity policy, objectives and achievement. The diversity policy includes, but is not limited to, the selection criteria for directors, the professional qualifications and experience expected of the board of directors, gender, age, nationality and culture, and the specific objectives of the company and the achievement of the above-mentioned policies. If the number of directors of any gender on the board of directors of a listed company does not reach one-third, the reasons shall be explained and the measures to be adopted to enhance the gender diversity of directors shall be planned.

The Company has stipulated in the Corporate Governance Practice Manual that the composition of the Board of Directors shall consider diversity, except that the number of directors who are also managers of the Company shall not exceed one-third of the number of directors, and formulate appropriate diversity policies based on their own operations, business styles and development needs, including: 1. Basic conditions and values: gender, age, nationality and culture; 2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc. At present, the number of female directors of the Company is less than one-third, mainly due to the fact that there are still a small number of female directors in the company's industry, and we will continue to identify female directors who meet the needs of the company's industrial development in order to meet the positive goal of gender diversity among directors.

The implementation of the diversity policy of the current Board of Directors of the Company is as follows:

Name	Gender	Nationality	Concurrent positions the Company manager	Age			Tenure of Independent Director			Industrial experience	Decision Making	Business Administration	Risk Administration	Finance Accounting and	Legal matters	Marketing
				30~45	46~60	61~75	Under 3 years	3 to 9 years	Over 9 years							
Lin Cheng-Hsiung	Male	R.O.C	✓			✓				✓	✓	✓	✓			✓
Chang Yu-Tuan	Male	R.O.C			✓					✓	✓	✓	✓			✓
Lin Tsung-Yi	Male	R.O.C	✓	✓						✓	✓	✓	✓	✓		✓
Legal representative of PC Securities Financial Group: Lin Yu-Jen	Male	R.O.C	✓	✓						✓	✓	✓	✓	✓		✓
Legal representative of PC Securities Financial Group: Lin Yu-Chen	Female	R.O.C	✓		✓					✓	✓	✓	✓	✓		
Wang Jih-Chun	Male	R.O.C				✓			✓	✓	✓	✓	✓	✓	✓	✓
Chang, Kuo-Hsiung	Male	R.O.C				✓	✓			✓	✓	✓	✓			✓
Lii, Yuan-shuh	Male	R.O.C			✓		✓			✓	✓	✓				✓
Chan, Chia Chang	Male	R.O.C				✓	✓			✓	✓	✓	✓			✓