

Implementation of the Diversity Policy for Board Members

2024/06/21

Name	Basic requirements and values			Professional knowledge and skills		Necessary knowledge, skill, and experience (Note 1)								
	Gender	Age	Nationality	Background	Skills	Industry experience	Ability to make operational judgment	Ability to perform accounting and financial analysis	Ability to conduct management	Ability to conduct crisis management	International market perspective	Ability to lead	Ability to make decisions	Information skills
Douglas Hsu	Male	81~90 years old	R.O.C.	Business		V	V	V	V	V	V	V	V	*
Peter Hsu	Male	71~80 years old	R.O.C.	Business		V	V	*	V	V	V	V	V	V
Jan Nilsson	Male	71~80 years old	Sweden	Telecom		V	V	V	V	V	V	V	V	*
Jyuo-Min Shyu	Male	61~70 years old	R.O.C.	Technology	Professor of Electrical Engineering and Computer Science	V	V	*	V	V	V	V	V	V
Ta-Sung Lee	Male	61~70 years old	R.O.C.	Electrical Engineering /Telecom	Professor of Electrical and Computer Engineering	V	V	*	V	V	V	V	V	V
Tain-Jy Chen	Male	71~80 years old	R.O.C.	Economic	Professor of Economics	*	V	V	V	V	V	V	V	*
Chung-Huey Huang	Female	61~70 years old	R.O.C.	Accounting/ Telecom	Professor of Accountancy	V	*	V	*	V	*	V	V	*
Champion Lee	Male	71~80 years old	R.O.C.	Finance		V	V	V	V	V	V	V	V	*
Jeff Hsu	Male	41~50 years old	U.S.A.	Business		*	V	*	V	V	V	V	V	*
Jiann-Chyuan Wang	Male	61~70 years old	R.O.C.	Economic		*	V	*	V	V	V	V	V	*
Bonnie Peng	Female	71~80 years old	R.O.C.	Telecom/ Journalism Communication	Professor of Journalism	V	V	*	V	V	V	V	V	*

*is referred to possessing partial ability.

Note 1: (1) The directors account for 0% of employees.

(2) The independent directors account for 36% of the Board.

(3) The female director accounts for 18% of the Board.

(4) Independent Director's Tenure: Two has been served on the board for over 3 years, and two of independent directors has been served on the board under 3 years.

(5) Director Expertise Objectives: There must be at least three directors with expertise in telecommunications. In this term, there are a total of four directors with such expertise.

(6) Nationality: The non-ROC nationality are 2 directors, for 18% of the Board.