Diversification of the Board Members

The Company has established rules and regulations such as the “Corporate Governance Guidelines” and “Rules for Director Election” to ensure diversified board member composition, and builds up suitable guidelines for diversification based on the Board’s operation, the Company’s business model and its needs and development. These rules and regulations are formulated and include, without being limited to, the following two general standards: 1. Basic requirements and values: Gender, age, nationality and culture; 2. Professional knowledge and skills.

Directors are selected from persons with industry, commercial, business administration, academics and experience. And as such, board members are required to possess the required knowledge, skills and character in order to accomplish the goal of ideal corporate governance. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities: 1. Ability to make operational judgment; 2. Ability to perform accounting and financial analysis; 3. Ability to conduct management administration; 4. Ability to conduct crisis management; 5. Industry knowledge; 6. International market perspective; 7. Ability to lead; 8. Ability to make decisions.

### Status of board member diversification:

<table>
<thead>
<tr>
<th>Name of Director</th>
<th>Core items for diversification</th>
<th>Employee Status (Note 1)</th>
<th>Operation management</th>
<th>Leadership and decision-making</th>
<th>Knowledge of the industry</th>
<th>International market perspective</th>
<th>Risk Management</th>
<th>Finance and accounting</th>
<th>Investment M&amp;A</th>
<th>Communications and network</th>
<th>Architecture</th>
<th>Industry Experience (Note 2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sheng-Hsiung Hsu</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Jui-Tsung Chen</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Representative of Binpal Investment Co., Ltd.: Wen-Being Hsu</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Consumer Discretionary</td>
<td></td>
</tr>
<tr>
<td>Representative of Kinpo Electronics Inc.: Chieh-Li Hsu</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Ching-Chyi Ko</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Healthcare</td>
<td></td>
</tr>
<tr>
<td>Sheng-Chieh Hsu</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Industrial</td>
<td></td>
</tr>
<tr>
<td>Yen-Chia Chou</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
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<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Chung-Pin Wong</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
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<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
</tbody>
</table>
### Core items for diversification

<table>
<thead>
<tr>
<th>Name of Director</th>
<th>Employee Status (Note 1)</th>
<th>Operation management</th>
<th>Leadership and decision-making</th>
<th>Knowledge of the industry</th>
<th>International market perspective</th>
<th>Risk Management</th>
<th>Finance and accounting</th>
<th>Investment M&amp;A</th>
<th>Communications and network</th>
<th>Architecture</th>
<th>Industry Experience (Note 2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chiung-Chi Hsu</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Materials</td>
<td>Information Technology</td>
</tr>
<tr>
<td>Ming-Chih Chang</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Anthony Peter Bonadero</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Sheng-Hua Peng</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
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<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Min-Chih Hsuan</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
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<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Duei Tsai</td>
<td></td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Wen-Chung Shen</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>V</td>
<td>Information Technology</td>
<td></td>
</tr>
</tbody>
</table>

Note: 1. Directors Jui-Tsung Chen, Chung-Pin Wong, Ming-Chih Chang and Sheng-Hua Peng have the status of employees of the company, and directors Chieh-Li Hsu and Anthony Peter Bonadero have the status of employees of the subsidiaries.


### Demographic Data

<table>
<thead>
<tr>
<th>Item</th>
<th>Director</th>
<th>Independent Director</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of people</td>
<td>%</td>
</tr>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36 ~ 50 years old</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>51~65 years old</td>
<td>5</td>
<td>33%</td>
</tr>
<tr>
<td>65 years or older</td>
<td>6</td>
<td>40%</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>12</td>
<td>80%</td>
</tr>
<tr>
<td>Female</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Country of Citizenship</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Republic of China</td>
<td>11</td>
<td>73%</td>
</tr>
<tr>
<td>U.S.A.</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Employee Status</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The company</td>
<td>4</td>
<td>27%</td>
</tr>
<tr>
<td>The companies’ subsidiaries</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td><strong>shareholder</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shareholder</td>
<td>11</td>
<td>73%</td>
</tr>
<tr>
<td>Non-Shareholder</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Seniority of Independent Directors</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 year</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>More than 9 years</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
The current Board of Directors is comprised of 15 Directors. The management goals and implementation status of the diversity policy of the Board are as follows:

<table>
<thead>
<tr>
<th>Management goal</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>The number of Directors holding concurrent positions as the Company Managers not exceeding one-third of the Board seats.</td>
<td>Implemented</td>
</tr>
<tr>
<td>At least five Directors possess expertise in the computer industry and sales and technology.</td>
<td>Implemented</td>
</tr>
<tr>
<td>At least two Directors possess expertise in the law, finance, accounting and technology.</td>
<td>Implemented</td>
</tr>
</tbody>
</table>

At the Board Director election for next term, the company plan to be, the number of independent directors shall not be less than 1/3 of all directors, and at least one female director, which shall serve as the specific goal of diversification of the company's directors.