

Policy and implementation of diversity of board members

This policy adopted by the company's board of directors to achieve diversity of members.

The composition of the board of directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as company officers not exceed one-third of the total number of the board members, and that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated and include basic condition(gender,nationality, education,etc)

According to Article 20 of WTC's Corporate Governance Practice Principles, members of the board of directors must generally possess the knowledge, skills and literacy necessary to perform their duties. The company has taken into account the selection of board members, and the overall members should have 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.

The company's board of directors is accountable to the shareholders' meeting, and is responsible for the various operations and arrangements of the corporate governance system to ensure that the board of directors exercises its powers in accordance with laws and regulations, the company's articles of association, or the resolutions of the shareholders' meeting.

In accordance with the spirit of diversity, the board of directors of the company is composed of experts in various fields. The specific management objectives are as follows:

1. Possess different professional backgrounds: three directors with background or experience in the electronics industry; two directors with business management related; all directors have more than five years of work experience in business-related backgrounds,(Please refer to table 1)

2. At least one female director: This term of directors includes two female independent directors, Ms. NG Chlen Chun, and Ms. Chang Ker-Hsin, which increases the number of female seats compared to the previous term.
3. Possess different professional abilities: at least one of them is specialized in finance and accounting or information technology. At the same time, all directors have rich experience in the industry and have operational and risk management capabilities. The implementation situation is shown in table 2.

Table 1: Background of current board members

Title	Name	Gender	Nationality	Whether to serve as an employee of the company	Basic background		Number of times serving as independent director
					Professional background	age range	
Chairman	Chiao Yu-Heng	Male	R.O.C	NO	Business Management	61-70	--
Director	Ku Li-Chin	Male	R.O.C	NO	Industrial Management	61-70	-
Director	Chiao Yu-Cheng	Male	R.O.C	NO	Electrical Engineering	61-70	--
Director	Yeh Pei-Chen	Male	R.O.C	NO	Electrical Engineering	61-70	--
Independent Director	Fan Po-Kang	Male	R.O.C	NO	Financial Accounting	71-80	4
Independent Director	NG Chlen-Chun	Female	Malaysia	NO	Financial Accounting	61-70	2
Independent Director	Chang Ker-Hsin	Female	R.O.C	NO	Business Management	31-40	1

Note: Mr. Chiao Yu-Cheng is representative of Walsin Lihwa Walsin Lihwa Corporation and Mr. Ku Li-Chin is representative of Oliver Co., Ltd.

Table2 :Implement a diversified situation

Title	Name	Professional skills				
		Financial Accounting	Management	Information Technology	Industry experience	Risk Management
Chairman	Chiao Yu-Heng	○	○	○	○	○
Director	Ku Li-Chin	○	○	○	○	○
Director	Chiao Yu-Cheng	○	○	○	○	○
Director	Yeh Pei-Chen	○	○	○	○	○

Independent Director	Fan Po-Kang	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
Independent Director	NG Chlen- Chun	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
Independent Director	Chang Ker-Hsin		<input type="radio"/>	<input type="radio"/>		

WTC has obtained written statements from all independent directors, confirming that they and their immediate family members are independent of the company, and that they are in compliance with the regulations on the establishment and compliance of independent directors of publicly listed companies. The current board of directors has seven directors, including three independent directors, accounting for 42.8% of the seats, and two female independent directors, accounting for 28.6% of the seats.

The company has strengthened the functions of the board of directors in Chapter 3 of the corporate governance practice code and formulated a diversity policy. The nomination and selection of the board members of the company are in accordance with the provisions of the company's articles of association, and adopt a candidate nomination system. In addition to evaluating the academic qualifications of each candidate, the board members generally have the knowledge, skills and qualities necessary to perform their duties. The academic experience and concurrent positions of the company's seven current directors (including three independent directors) are also disclosed on the company's website.