

Title	Qualification Name	Professional qualifications, experience, and competencies	Independence criteria	Number of other public companies where the individual concurrently serves as an independent director
		<p>using the funds donated by the Ministry of National Defense for the sustainable work of general construction and regional revitalization in each township. He can provide professional advice on the sustainable development of the Company. Therefore, he is also the convener of the Company's ESG and Nominating Committee and a member of the Audit Committee and the Remuneration Committee. Not a person meeting any conditions defined in Article 30 of the Company Act.</p>		

## 2. Board Diversity and Independence

### (1) Board of Directors Diversity:

- The Company has formulated the “Code of Practice on Corporate Governance” 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 8 directors, including 3 independent directors (accounting for 37.5%), with tenures between three and nine years; meanwhile, 1 director has employee status (accounting for 12.5%).
- Members of the Board of Directors should generally possess the knowledge, skills, and competencies necessary to perform their duties. To achieve the ideal targets of corporate governance, the overall capabilities that the Board of Directors should possess are as follows:
  1. Operational judgment.
  2. Accounting and financial analysis capabilities.
  3. Management capabilities.
  4. Crisis management capabilities.

5. Industry knowledge.
  6. International market outlook.
  7. Leadership.
  8. Decision-making ability.
- Specific management targets and status of achievements of the Director diversification policy:

<b>Management Target</b>	<b>Status of Achievement</b>
The number of Directors who concurrently serve as managerial officers should not exceed one-third of the total number of Directors.	Achieved. The proportion of Directors who are also employees is 12.5%.
Independent Directors shall not serve more than three consecutive terms.	Achieved. All three independent directors of the 13th term are currently serving their second term as independent directors of the Company.
Independent directors do not concurrently serve as a director (including independent director) or supervisor in more than five other companies.	Achieved. None of the three independent directors have such circumstances.
The number of independent directors reaches one-third.	Achieved. As of April 10, 2026, there are 8 director positions, including 3 independent directors.
The Directors have diverse backgrounds and professional capabilities.	<p>Achieved. The Directors have diverse professional backgrounds, including the networking equipment industry, technology industry, media and communications, sustainable development, finance and 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 2025, 6 hours of training courses for Directors were scheduled, focusing on the topics of “Future-Oriented Strategic Planning” and “Practical Management of Group Governance Performance from a Financial Perspective.” Additionally, plans were made to continue offering related courses in 2026 that would enhance the diverse professional capabilities of the Directors.</p>

Management Target	Status of Achievement
<p>At least one Director should have experience in AI startups or cybersecurity.</p>	<p>Achieved. Mr. Brian Kao serves as the Chairman of Sixnology Inc. He has extensive expertise and experience in AI, cloud, and communication software development. Under 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 outstanding experience 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 achieved. The Company expects to gradually increase the proportion of female members during the 14th board of directors election in 2026.</p>

The implementation of the board diversity policy in the 13th Board is shown in the table below:

December 31, 2025

	Basic Information						Industry Experience			Professional Expertise				
	Gender	Employee of the Company.	Age			Independent Director Tenure								
			Under 50	51 to 60	61 to 71	Under 3 years	3 to 9 years	Over 9 years	Networking Technology	AI Startups	Media	Technology	Finance and Accounting	Law
Victor Kuo	Male	✓			✓	/				✓				✓
Joseph Wang	Male				✓					✓			✓	✓
Amy Wu <sup>Note</sup>	Female				✓					✓				✓
Fred Feng	Male				✓					✓		✓		
Brian Kao	Male		✓						✓	✓		✓		
Victor Wu	Male		✓						✓				✓	
Richard Chen	Male				✓		✓		✓			✓	✓	
Richard Lee	Male				✓		✓		✓			✓	✓	
Chun-Hsiung Chu	Male				✓		✓		✓			✓	✓	

Note : Director Amy Wu, the representative of the corporate director E-TOP Metal Co., Ltd. resigned on March 20, 2026.

- (2) Board Independence: The Company has a total of 8 Directors, including 3 Independent Directors (representing 37.5%), all of whom meet the qualifications for independence and have not served more than 3 consecutive terms. In addition, there are no relationships among all directors that involve spouses or relatives within the second degree of kinship, in accordance with the provisions of Article 26-3, Paragraph 3 of the Securities and Exchange Act.